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## PAGE NUMBERS OF MONTHLY EDITIONS

	Month
1- 96.....	January
97- 200.....	February
201- 312.....	March
313- 424.....	April
425- 528.....	May
529- 612.....	June
613- 740.....	July
741- 860.....	August
861- 988.....	September
989-1092.....	October
1094-1192.....	November
1194-1316.....	December

### ERRATA

On page 654—Column 2—para. 2—last line—for “micro-effect” *read* “macro-effect”.

On page 778—under “Union Security Clauses”—Column 2—para. 2—4th line—for employer *read* employee.

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## LIST OF ABBREVIATIONS

AASERE	— Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America.
ACA	— American Communications Association.
ACTRA	— Association of Canadian Television and Radio Artists.
AFL-CIO	— American Federation of Labor and Congress of Industrial Organizations.
AMC	— Amalgamated Meat Cutters and Butcher Workmen.
ANG	— American Newspaper Guild.
ARTEC	— Association of Radio and Television Employees of Canada.
BELU	— Barnhill's Employees' Labour Union.
BLE	— Brotherhood of Locomotive Engineers.
BLFE	— Brotherhood of Locomotive Firemen and Enginemen.
BMWE	— Brotherhood of Maintenance of Way Employees.
BPDPA	— Brotherhood of Painters, Decorators and Paperhangers of America.
BRSC	— Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees.
BRT	— Brotherhood of Railroad Trainmen.
CAALL	— Canadian Association of Administrators of Labour Legislation.
CALDA	— Canadian Air Line Dispatchers' Association.
CALFAA	— Canadian Air Line Flight Attendants' Association.
CALPA	— Canadian Air Line Pilots' Association.
CB	— Conciliation Board.
CBRT(GW)	— Canadian Brotherhood of Railway, Transport and General Workers.
CCA	— Canadian Construction Association.
CCC	— Canadian Chamber of Commerce.
CCCL	— Canadian and Catholic Confederation of Labour.
CLC	— Canadian Labour Congress.
CMA	— Canadian Manufacturers Association.
CMCH	— Central Mortgage and Housing Corporation.
CMSC	— Canadian Merchant Service Guild.
CNRPA	— Canadian National Railways Police Association.
CNTU	— Confederation of National Trade Unions.
CO	— Conciliation Officer.
CSA	— Canadian Standards Association.
CSAC	— Civil Service Association of Canada.
CTU	— Commercial Telegraphers' Union.
CTWA	— Canadian Transport Workers' Association.
DBS	— Dominion Bureau of Statistics.
FEIA	— Flight Engineers' International Association.
FLC	— Farm Labour Conference.
GATT	— General Agreement on Tariffs and Trade.
HCTEU	— Hull City Transport Employees Union.
HREBIU	— Hotel and Restaurant Employees' and Bartenders' International Union.
IAM	— International Association of Machinists.
IATSE	— International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada.
IBBH	— International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers.
IBT	— International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America.

LIST OF ABBREVIATIONS—*Conc.*

ICFTU	— International Confederation of Free Trade Unions.
ILA	— International Longshoremen's Association.
ILGW	— International Ladies' Garment Workers Union.
ILO	— International Labour Organization.
ILWU	— International Longshoremen's and Warehousemen's Union.
IRB	— International Railway Brotherhoods.
ISEUA	— International Stereotypers' and Electrotypers' Union of North America.
ITU	— International Typographical Union.
IUMMSW	— International Union of Mine, Mill and Smelter Workers.
IUOE	— International Union of Operating Engineers.
IWW	— International Woodworkers of America.
LPU	— Labourers' Protective Union.
MEBAC	— Marine Engineers Beneficial Association of Canada.
MFL	— Manitoba Federation of Labour.
MHPB	— Montreal Harbour Police Brotherhood (Ind.).
MSEA	— Marconi Salaried Employees Association.
NABET	— National Association of Broadcast Employees and Technicians.
NAME	— National Association of Marine Engineers.
NCCL	— National Council of Canadian Labour.
NES	— National Employment Service.
NHBPB	— National Harbours Board Police Brotherhood.
NLU	— Newfoundland Labourers' Union.
NSMW	— National Syndicate of Maritime Workers.
NUJP	— Newfoundland Union of Journalists and Photographers.
NUOE	— National Union of Operating Engineers of Canada.
NUPE	— National Union of Public Employees.
NUPSE	— National Union of Public Service Employees.
OAWU	— Ottawa Atomic Workers Union.
OCAWIU	— Oil, Chemical and Atomic Workers' International Union.
OFL	— Ontario Federation of Labour.
ORT	— Order of Railroad Telegraphers.
PWALTEA	— Pacific Western Airlines Traffic Employees' Association.
QFL	— Quebec Federation of Labour.
RTEU	— Radio and Television Employees' Union.
RWDSU	— Retail, Wholesale and Department Store Union.
SIU	— Seafarers' International Union of North America.
UAW	— United Automobile, Aircraft and Agricultural Implement Workers of America, International Union.
UBC	— University of British Columbia.
UBCJ	— United Brotherhood of Carpenters and Joiners of America.
UBW	— United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America, International Union.
UMWA	— United Mine Workers of America.
UN	— United Nations.
UPMPW	— United Paper Makers and Paper Workers.
UPWA	— United Packinghouse Workers of America.
USWA	— United Steel Workers of America.
VHEA	— Vancouver Harbour Employees' Association.



# A

## **Abitibi Power and Paper Company, Limited:**

### *NAME*

certification application on behalf of a unit of marine engineers: granted, 469.

### *SIU*

certification application on behalf of a unit of marine engineers: received, 154; granted, 469.

## **Accidents, Industrial:**

### *Canada*

industrial fatalities in 1960, 458.

industrial fatalities during the first quarter of 1961, 660; during the second quarter of 1961, 1025.

industrial fatalities during the third quarter of 1960, 25; during the fourth quarter of 1960, 354.

job injuries in the Civil Service—report of Government Employees Compensation Branch for fiscal year ended March 31, 1961, 1094.

*Sickness and Accident Provisions in Canadian Industries*—report issued by Department of Labour, 874.

### *Quebec*

Workmen's Compensation Act: views expressed by QFL, 447.

### *United Kingdom*

annual report of Chief Inspector of Factories, 165.

### *Statistics*

"Labour Statistics: H-Industrial Accidents" (quarterly and annual feature).

## **Advisory Committee on Professional Manpower:**

meeting, 6th, 19.

## **Aerial Tramways:**

See Ski Tows.

## **Age and Employment:**

See Older Workers.

## **Agreements:**

See Collective Labour Agreements.

## **Agriculture:**

See also Farm Homes; Income.

### *Canada*

report on survey to determine needs for agricultural training in Canada given at meeting of National Technical and Vocational Training Advisory Council, 1214.

## **Alaska Cruise Lines Limited:**

### *SIU*

dispute: C.O. appointed, 369; settlement, 472.

## **Alberta Federation of Labour:**

convention, 6th, 1248.

54609-3—2

## **Alberta Wheat Pool:**

### *UBW*

dispute with Local 333: settlement, 46.

## **Algoma Central and Hudson Bay Railway Company:**

### *Associated Non-operating Unions (negotiating committee)*

dispute: settlement, 675.

### *MEBAC*

certification application on behalf of a unit of marine engineers: received, 1150.

### *NAME*

certification application on behalf of a unit of marine engineers: representation vote, 470; rejected, 915; reasons for judgment, 916.

### *SIU*

certification application on behalf of a unit of marine engineers: received, 45; representation vote, 470; rejected, 915; reasons for judgment, 916.

## **Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America:**

### *CNR (Niagara, St. Catharines and Toronto Railway)*

dispute: C.B. report, 257, 260; settlement, 370.

### *Hull City Transport Limited*

certification application by Local 591 on behalf of a unit of bus drivers and garage employees: received, 470; request for consent under Section 7 (4) denied, 672.

### *Hull Metropolitan Transport Limited*

certification application by Local 591 on behalf of a unit of bus drivers and garage employees: received, 470; request for consent under Section 7 (4) denied, 672.

## **American Communications Association:**

### *Western Union Telegraph Company*

dispute: (Cable Division): C.B. appointed, 257; C.B. fully constituted, 369; C.B. report, 798, 814.

## **American Federation of Labor and Congress of Industrial Organizations:**

suggestions of Economic Policy Committee for economic recovery, 454.

## **American Newspaper Guild:**

### *Baton Aldred Rogers Broadcasting Limited*

certification application by Local 87 on behalf of a unit of employees: received, 256; granted, 566.

**Canadian Broadcasting Corporation**  
dispute with Local 213: C.B. report, 258, 263;  
settlement, 370.

**Vantel Broadcasting Company Limited**  
certification application by Local 115 on behalf  
of certain employees in News, Production,  
and Administrative Departments at CHAN-  
TV, Vancouver: received, 567; granted, 794.

**Anti-discrimination:**

*See* Discrimination.

**Apprenticeship:**

**Canada**

emphasis on apprenticeship training urged by  
CCA President Arthur G. Sullivan, 1137.  
establishment of National Advisory Committee  
on Technological Education, 550; report of  
committee, 1213.  
4,000 apprentices finish training in 1959-60,  
double 10 years ago, 109.  
views expressed by CCA, 353.

**United Kingdom**

new apprentice training scheme organized, 873.

**Laws and Regulations**

**Alberta**

Apprenticeship Act: regulations, 571.

**British Columbia**

Apprenticeship and Tradesmen's Qualification  
Act: regulations, 1046.

**Canada**

Labour Legislation of the Past Decade—VII—  
Part 6—Apprenticeship and Tradesmen's  
Qualification, 556.

**Manitoba**

Apprenticeship Act: regulations, 695.

Tradesmen's Qualifications Act: provisions,  
1098.

**Newfoundland**

Apprenticeship Act: amendments, 270.

**Ontario**

Apprenticeship Act: amendments, 163.

**Arbitration, Labour:**

**Canada**

*Labour Arbitration in Canada*—summary of  
book by Prof. A. W. R. Carrothers, Uni-  
versity of British Columbia, 1216.

**Legal Decisions**

N.B. Supreme Court (Appeal Division)  
quashes arbitration award because arbitrators  
did not take oath prescribed by Arbitration  
Act, 689.

Ont. Court of Appeal quashes an arbitration  
award and upholds a company's right to  
retire employees at age 65, 687.

Ont. Court of Appeal upholds ruling that  
arbitration board has the power to award  
damages for breach of agreement, 1276.

Ont. High Court rules that arbitration board  
has the power to assess damages for breach  
of collective agreement, 379.

Supreme Court of Newfoundland remits arbi-  
tration award to arbitrators for reconsidera-  
tion as it altered terms of agreement, 1154.

**Leslie Armstrong Mail Service:**

**IBT**

certification application by Local 879 on be-  
half of a unit of employees: representation  
vote, 43; rejected, 153.

**Asbestos Eastern Limited:**

**IBT**

certification application by Locals 938 and  
106 on behalf of a unit of employees:  
received, 369.

**Asbestos Transport Limited:**

**Association of Employees of Asbestos and  
Eastern Transport Limited**

certification application on behalf of a unit of  
employees operating in and out of Asbestos,  
Montreal, Quebec City, Victoriaville and  
Sherbrooke, Que., and Toronto, Ont.: re-  
ceived, 674; rejected, 915.

**IBT**

certification application by Locals 938 and  
106 on behalf of a unit of employees: re-  
ceived, 369; representation vote, 566; re-  
jected, 672.

**Associated Non-operating Unions (Negotiating  
Committee):**

**Algoma Central and Hudson  
Bay Railway Company**

dispute: settlement, 675.

**Canadian National Railways**

dispute: settlement, 675.

**Canadian Pacific Railway Company**

dispute: settlement, 675.

**Midland Railway of Manitoba**

dispute: settlement, 675.

**Ontario Northland Railway**

dispute: settlement, 675.

**Toronto, Hamilton and Buffalo  
Railway Company**

dispute: settlement, 675.

**Association of Canadian Television and Radio  
Artists:**

**Canadian Marconi Company**

certification application on behalf of a unit  
of employees employed at CFCF-TV, Mon-  
treal: received, 915.

certification application on behalf of a unit of performers and staff announcers employed at CFCF-TV, Montreal: received, 1037; withdrawn, 1037; granted, 1147; request for special leave (Rule 8) denied, 1149.

**Association of Employees of Asbestos and Eastern Transport Limited:**

*Asbestos Transport Limited*

certification application on behalf of a unit of employees operating in and out of Asbestos, Montreal, Quebec City, Victoriaville and Sherbrooke, Que., and Toronto, Ont.: received, 674; rejected, 915.

*Eastern Transport Limited*

certification application on behalf of a unit of employees operating in and out of Asbestos, Montreal, Quebec City, Victoriaville and Sherbrooke, Que., and Toronto, Ont.: received, 674; rejected, 915.

**Association of Employees of M & P Transport:**

*M & P Transport Limited*

certification application on behalf of a unit of drivers and dockmen: received, 568; granted, 794.

**Association of Employees of Overnite Express Limited:**

*Overnite Express Limited*

certification application on behalf of a unit of employees working in and out of Montreal, St. Jerome and Hull, Que., and Toronto, Ont.: withdrawn, 1037.

**Association of Radio and Television Employees of Canada:**

*Canadian Broadcasting Corporation*

dispute: (building and maintenance employees); settlement, 257.

**Atlantic and Gulf Stevedores Limited (represented by Shipping Federation of Canada, Inc.):**

*ILA*

certification application by Local 375 on behalf of a unit of shed employees, received, 1269.

**Atomic Energy:**

ILO and Euratom sign agreement on protection against radiation, 151.

*Laws and Regulations*

*Canada*

Atomic Energy Control Act—Radiation Warning Symbol Order, 481.

**Atomic Energy of Canada Limited:**

*OAWU*

dispute with Local 1541 (employees, Commercial Products Division, Ottawa): C.O. appointed, 569; settlement, 674.

54609-3—2½

**Atomic Transfer Limited:**

*IBT*

certification application by Local 979 on behalf of a unit of employees: received, 915; withdrawn, 1037.

**Automation:**

*Canada*

views expressed by CNTU, 231.

*United Kingdom*

British unions report on effects of automation in offices, 670.

*United States*

Office of Automation and Manpower established by Department of Labor, 1053.

(TAP)—technological adjustment pay—for workers displaced by technological changes provided in contract signed by Armour and Company and UPWA and AMC, 938.

**B**

**H.W. Bacon Limited:**

*IBT*

dispute with Local 419: C.O. appointed, 796; C.B. appointed, 1040; C.B. fully constituted, 1151.

**Banking:**

*See Women in Industry.*

**Barnhill's Transfer Limited:**

*IBT*

dispute with Locals 76 and 927: settlement, 45.  
dispute with Locals 76 and 927: C.O. appointed, 921; C.B. appointed, 1040; C.B. fully constituted, 1151.

**Baton Aldred Rogers Broadcasting Limited:**

*ANG*

certification application by Local 87 on behalf of a unit of employees: received, 256; granted, 566.

*IATSE*

certification application by Local 873 on behalf of a unit of employees: received, 256; granted, 566.

*NABET*

certification application on behalf of a unit of employees (CFTO-TV): received, 256; granted, 566.

**Beaver Dredging Company Limited:**

*SIU*

dispute: C.O. appointed, 568; settlement, 674.

**Belgium**

experiment suggests retraining works for the few, 876.



**Bennett and White Construction Company Limited:**

**UBCJ**

certification application by Local 2499 on behalf of a unit of carpenters: received, 369; granted, 566.

**Blindness Allowances:**

**Canada**

statistics, 110, 439, 752, 1139.

**Boilers:**

**Laws and Regulations**

**Alberta**

Boilers and Pressure Vessels Act: regulations, 691, 1045.

**Canada**

Labour Legislation of the Past Decade—V—Industrial Safety and Health—Boiler and Pressure Vessel, and Operating Engineers Legislation, 357.

**New Brunswick**

Stationary Engineers Act: amendments, 1235.

**Nova Scotia**

Engine Operators Act: amendments, 1236.

**Ontario**

report of Royal Commission on Industrial Safety—recommendations, 1238.

**Boyles Bros. Drilling Company Limited:**

**IUMMSW**

certification application by Local 1005 on behalf of a unit of employees employed in Yukon Territory, 567; withdrawn, 568.

dispute with Local 1005: (Yellowknife Branch); C.O. appointed, 674; settlement, 797.

**British Columbia Air Lines Limited:**

**CBRT**

dispute: C.O. appointed, 257; C.B. appointed, 569; C.B. fully constituted, 675; C.B. report, 922, 929; settlement, 1041.

**British Columbia Federation of Labour:**

convention, 6th, 1246.

disaffiliation with Federation approved by B.C. Government Employees Association, 16.

**British Columbia Government Employees Association:**

approves disaffiliation with B.C. Federation of Labour, 16.

**British Columbia Towboat Owners' Association (certain member companies):**

**CBRT**

dispute with Local 400: C.O. appointed, 1271.

**British Trades Union Congress:**

See Trades Union Congress (Great Britain).

**John N. Brocklesby Transport Limited:**

**IBT**

certification application by Local 419 on behalf of a unit of float drivers: received, 1037; granted, 1147.

**Brotherhood of Locomotive Engineers:**

**CNR (Atlantic, Central and Western Regions)**

dispute: C.B. appointed, 675; C.B. fully constituted, 797.

**CPR (Atlantic, Eastern, Prairie and Pacific Regions)**

dispute: C.B. appointed, 675; C.B. fully constituted, 798.

**Quebec Central Railway Company**

dispute: C.B. appointed, 675; C.B. fully constituted, 798.

**Brotherhood of Locomotive Firemen and Enginemen:**

**CNR (Atlantic, St. Lawrence, Great Lakes, Mountain and Prairie Regions, including Newfoundland and District)**

dispute: C.O. appointed, 797; C.B. appointed, 921; C.B. fully constituted, 1040.

**CPR (Atlantic, Eastern, Prairie and Pacific Regions)**

dispute: C.O. appointed, 797; C.B. appointed, 921; C.B. fully constituted, 1040.

**Dominion Atlantic Railway Company**

dispute: C.O. appointed, 797; C.B. appointed, 921; C.B. fully constituted, 1040.

**Quebec Central Railway Company**

dispute: C.O. appointed, 797; C.B. appointed, 921; C.B. fully constituted, 1040.

**Brotherhood of Maintenance of Way Employees:**

**Canadian National Railways**

certification application on behalf of a unit of employees (hump yard, Moncton): withdrawn, 45.

**Quebec North Shore and Labrador Railway Company**

request for review of decision under Section 61 (2) of Act: 796; granted, 1037.

**White Pass and Yukon Route**

certification application by Local 605 on behalf of a unit of employees: received, 1149; withdrawn, 1269.

**Brotherhood of Railroad Trainmen:**

**Canadian National Railways**

dispute: C.B. appointed, 797; C.B. fully constituted, 922.

**Canadian Pacific Railway**

dispute: (dining, cafe and buffet car employees): C.O. appointed, 797; settlement, 921.

**CPR (Atlantic, Eastern, Prairie and Pacific Regions)**

dispute: C.B. appointed, 921; C.B. fully constituted, 1040.

**Sydney and Louisburg Railway Company**

certification application by Local 684 on behalf of a unit of employees: received, 1269.

**Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees:**

**Canada Steamship Lines Limited**

dispute: C.O. appointed, 472; settlement, 674.

**Canadian Pacific Railway**

dispute: employees in Merchandise Services Department: C.O. appointed, 1270.

**Eastern Canada Stevedoring Company Limited**

dispute with Local 264: settlement, 257.

**Gaspé Shipping Reg'd**

certification application on behalf of a unit of longshoremen: received, 1269.

**Lakehead Terminal Elevators Association (Fort William and Port Arthur)**

dispute with Local 650: C.O. appointed, 568; settlement, 674.

**Manitoba Pool Elevators**

certification application on behalf of a unit of electricians in grain elevator at Port Arthur: received, 154; withdrawn, 471.

**Saskatchewan Wheat Pool**

certification application on behalf of a unit of electricians in terminal elevator division at Fort William and Port Arthur: received, 155; withdrawn, 471.

**Upper Lakes Shipping Limited**

certification application on behalf of a unit of longshoremen at Port of Toronto: received, 568; granted, 794; review of Decision under section 61 (2) of Act, 916; granted, 1037.

certification application on behalf of a unit of longshoremen at Fort William and Port Arthur: received, 796; granted, 1035.

**Western Terminals Limited**

certification application on behalf of a unit of longshoremen: received, 1150.

**Brown and Ryan Limited (represented by Shipping Federation of Canada, Inc.):**

**ILA**

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

**Building and Construction:**

See Construction Industry.

**Building Service Employees International Union:**

**Northern Cleaning Agencies, Inc.**

dispute with Local 298: C.O. appointed, 369.

**Buntain Bell and Company Limited:**

**LPU**

dispute: C.O. appointed, 921.

**Burrard Terminals Limited:**

**UBW**

dispute with Local 333: settlement, 46.

**C**

**Cadwell Marine Limited:**

**SIU**

dispute: settlement, 257.

**Caledon Terminals Limited:**

**ILA**

dispute with Local 1654: (Hamilton operations); C.O. appointed, 257; C.B. appointed, 472; C.B. fully constituted, 473; C.B. report, 798, 803; strike action after Board procedure, 922; settlement, 1041.

dispute with Local 1869 and Local 1842: C.O. appointed, 257; C.B. appointed, 369; C.B. fully constituted, 473; C.B. report, 798, 809; strike action after Board procedure, 922; settlement, 1041.

**Canada Steamship Lines Limited:**

**BRSC**

dispute: C.O. appointed, 472; settlement, 674.

**Canada Tungsten Mining Corporation Limited:**

**IUMMSW**

certification application by Local 1031 on behalf of a unit of strip miners in Flat Creek area of NWT: received, 915; granted, 1035.

**Canada Year Book:**

1961 edition, 1211.

**Canadian Air Line Flight Attendants Association:**

**Trans-Canada Air Lines**

dispute: C.B. appointed, 45; C.B. fully constituted, 257; C.B. report, 675, 679; settlement, 922.

**Canadian Air Line Pilots Association:*****Canadian Pacific Air Lines, Limited***

dispute: settlement, 257.

***Quebecair Inc.***

dispute: C.B. report, 257, 258; lapsed, 1175.

***TransAir Limited***

certification application on behalf of a unit of pilots: received, 369; granted, 672.

***Trans-Canada Airlines***

dispute: C.O. appointed, 1150.

**Canadian Arsenals Limited (Gun Ammunition Division):*****IUOE***

dispute with Local 796: C.O. appointed, 1040; settlement, 1150.

**Canadian Association of Administrators of Labour Legislation:**

meeting, 20th, 1005.

**Canadian Broadcasting Corporation:*****ANG***

dispute with Local 213: C.B. report, 258, 263; settlement, 370.

***ARTEC***

dispute: (building and maintenance employees): settlement, 257.

***NABET***

dispute: C.O. appointed, 369; settlement, 472.

**Canadian Brotherhood of Railway, Transport and General Workers:**

new CNR-CBRT agreement amalgamates three large ones covering clerical, express and cartage employees, 1215.

***British Columbia Air Lines Limited***

dispute: C.O. appointed, 257; C.B. appointed, 569; C.B. fully constituted, 675; C.B. report, 922, 929; settlement, 1041.

***British Columbia Tugboat Owners' Association (certain member companies)***

dispute with Local 400: C.O. appointed, 1271.

***Canadian National Railways***

certification application on behalf of a unit of electrical employees in office of General Material Supervisor at Moncton, N.B.: received, 673; withdrawn, 796.

certification application on behalf of a unit of employees (hump yard, Moncton): withdrawn, 45.

certification application on behalf of a unit of employees (891 St. Paul St. W. Section of the Data Processing Department, Montreal): rejected, 368.

certification application on behalf of a unit of employees in Purchases and Stores Accounting Centre, Point St. Charles, Que.: received, 154; granted, 368.

certification application on behalf of a unit of employees in Purchasing and Stores Accounting Centre at Winnipeg: received, 153; granted, 368; application for revocation received, 568; rejected, 795.

***Coast Cargo Services Limited***

certification application on behalf of a unit of unlicensed personnel: received, 1269.

***Dominion Steel and Coal Corporation Limited***

certification application on behalf of a unit of marine engineers: representation vote, 470; rejected, 915; reasons for judgment, 916.

***Foremost Marine Transporters Limited***

certification application on behalf of a unit of employees (marine engineers): rejected, 470.

certification application on behalf of a unit of employees (unlicensed personnel): rejected, 470.

***Foundation Maritime Limited***

certification application on behalf of a unit of unlicensed personnel employed aboard tugboats: rejected, 255.

***Island Shipping Limited***

certification application on behalf of a unit of unlicensed personnel employed aboard *Wheat King* and the *Northern Venture*: received, 915; representation vote, 1035; granted, 1147; rejected, 1148.

***Kingcome Navigation Company Limited***

certification application on behalf of a unit of employees: rejected, 43.

***Northwest Shipping Company Limited***

certification application on behalf of a unit of unlicensed personnel: received, 672; granted, 794.

***Quebec Central Transportation Company***

dispute: C.O. appointed, 155; settlement, 257.

***Rowe's Freight and Marine Services Limited***

certification application on behalf of a unit of longshoremen: received, 1037; granted, 1147.

***St. Lawrence Seaway Authority***

dispute: C.O. appointed, 257; settlement, 472.

***Sydney Transfer and Storage Limited***

certification application on behalf of a unit of employees: representation vote, 255; rejected, 470.



***Tippet-Richardson (Ottawa) Limited***

certification application on behalf of a unit of warehouse employees and drivers: granted, 43.  
dispute: C.O. appointed, 257; C.B. appointed, 369; C.B. fully constituted, 473; C.B. report, 675, 676.

***Vancouver Barge Transportation Limited***

dispute with Local 425: settlement, 155.

***Westward Shipping Limited***

dispute with Local 425: C.O. appointed, 472; settlement, 674.

**Canadian Chamber of Commerce:**

brief to federal Government, 1258.  
meeting, 32nd, 1110.

**Canadian Construction Association:**

brief to federal Government, 352.  
emphasis on apprenticeship training urged by CCA President Arthur G. Sullivan, 1137.  
meeting, 43rd, 236.  
to increase job opportunities, seek business abroad, says President Jack M. Soules, 112.  
year-end message of President Jack M. Soules, 14.  
President Arthur G. Sullivan urges all Canadian municipalities to apply for federal grants under Municipal Winter Works Incentive Program, 1136.

**Canadian Federation of the Printing Industry and Information (CNTU):**

President Gerard Picard, OBE, publishes proposed Canadian Labour Code, 337.

**Canadian Labour Congress:**

brief to federal Cabinet, 223, 224.  
CLC executive council proposes new role for GATT that would provide a method for meeting import competition from countries maintaining low wage and unfair labour standards, 1210.  
Norman S. Dowd retires as Executive Secretary, and Editor of *Canadian Labour*, 111.

***President***

answer to Government's reply to CLC brief—Claude Jodoin, 229.  
CLC will not try to influence New Democratic Party's affairs—Claude Jodoin, 876.  
Claude Jodoin addresses meeting of CCA, 241.  
Labour Day message of Claude Jodoin, 757.  
New Year message of Claude Jodoin, 1195.  
remarks of Claude Jodoin at QFL convention, 134.

***Upper Lakes Shipping Limited***

dispute with Local 23736: employees in Grain Elevator Division: C.O. appointed, 1270.

**Canadian Manufacturers' Association:**

brief to federal Government, 16.  
meeting, 90th, 640.  
President suggests policy for U.S. companies in Canada, 15.

**Canadian Marconi Company:**

***ACTRA***

certification application on behalf of a unit of employees employed at CFCF-TV, Montreal: received, 915.  
certification application on behalf of a unit of performers and staff announcers employed at CFCF-TV, Montreal: received, 1037; withdrawn, 1037; granted, 1147; request for special leave (Rule 8) denied, 1149.

***IATSE***

certification application on behalf of a unit of employees at CFCF-TV, Montreal: received, 1037; representation vote, 1147; rejected, 1148; request for special leave (Rule 8) denied, 1149.

***MSEA***

certification application on behalf of a unit of employees (Special Services Division, Field Service Group): received, 470; granted, 794.  
certification application on behalf of a unit of employees at CFCF-TV, Montreal: received, 796; rejected, 1036; reasons for judgment, 1038; representation vote, 1147; rejected, 1148; request for special leave (Rule 8) denied, 1149.  
certification application on behalf of a unit of performers and staff announcers employed at CFCF-TV, Montreal: granted, 1147; request for special leave (Rule 8) denied, 1149.

***NABET***

certification application on behalf of a unit of employees at CFCF-TV, Montreal: rejected, 1036; reasons for judgment, 1038.  
certification application on behalf of a unit of employees at CFCF-TV, Montreal: received, 1037; representation vote, 1147; rejected, 1148; request for special leave (Rule 8) denied, 1149.

**Canadian Merchant Service Guild, Inc.:**

***National Sand and Material Company Limited***

certification application on behalf of a unit of deck officers: received, 43; representation vote, 469; granted, 913; rejected, 915.

***Redwood Enterprises Limited***

certification application on behalf of a unit of deck officers: received, 796; representation vote, 913; granted, 1035; rejected, 1036.



**Shell Canadian Tankers Limited**

dispute: (employees on M.V. *Western Shell* and M.V. *Tyee Shell*): C.O. appointed, 568; settlement, 674.

**Vancouver Barge Transportation Limited**

dispute with Local 425: settlement, 155.

**Westward Shipping Limited**

dispute: (employees on M.V. *B.C. Standard* and M.V. *Standard Service*): C.O. appointed, 569; settlement, 674.

**Winona Steamship Company Limited**

certification application on behalf of a unit of deck officers: received, 796; representation vote, 913; granted, 1035; rejected, 1036.

**Canadian National Railways:**

new CNR-CBRT agreement amalgamates three large ones covering clerical, express and cartage employees, 1215.

**Associated Non-operating Unions (negotiating committee)**

dispute: settlement, 675.

**BMWE**

certification application on behalf of a unit of employees (hump yard, Moncton): withdrawn, 45.

**BRT**

dispute: C.B. appointed, 797; C.B. fully constituted, 922.

**CBRT**

certification application on behalf of a unit of electrical employees in office of General Material Supervisor at Moncton, N.B.: received, 673; withdrawn, 796.

certification application on behalf of a unit of employees (hump yard, Moncton): withdrawn, 45.

certification application on behalf of a unit of employees (891 St. Paul St. W. Section of the Data Processing Department, Montreal): rejected, 368.

certification application on behalf of a unit of employees in Purchases and Stores Accounting Centre, Point St. Charles, Que.: received, 154; granted, 368.

certification application on behalf of a unit of employees in Purchasing and Stores Accounting Centre at Winnipeg: received, 153; granted, 368; application for revocation received, 568; rejected, 795.

**Canadian National Railways (Atlantic, Central and Western Regions):****BLE**

dispute: C.B. appointed, 675; C.B. fully constituted, 797.

**Canadian National Railways (Atlantic, St. Lawrence, Great Lakes, Mountain and Prairie Regions, including Newfoundland and District):****BLFE**

dispute: C.O. appointed, 797; C.B. appointed 921; C.B. fully constituted, 1040.

**Canadian National Railways (Niagara, St. Catharines and Toronto Railway):****AASERE**

dispute: C.B. report, 257, 260; settlement, 370.

**Canadian National Railways (North Sydney, N.S.):****ILA**

dispute with Local 1259: C.O. appointed, 1150; settlement, 1271.

**Canadian National Steamship Company Limited (Pacific Coast Service):****SIU**

dispute: C.O. appointed, 1270.

**Canadian Pacific Air Lines Limited:**

Board of Adjustment established for disposition of disputes between Company and Order of Railroad Telegraphers, 76.

**CALPA**

dispute: settlement, 257.

**Canadian Pacific Railway Company:****Associated Non-operating Unions (negotiating committee)**

dispute: settlement, 675.

**BRSC**

dispute: employees in Merchandise Services Department: C.O. appointed, 1270.

**BRT**

dispute: (dining, cafe and buffet car employees): C.O. appointed, 797; settlement, 921.

**SIU**

dispute: certain employees on SS *Princess Helene*: C.B. report, 45, 46; settlement, 1041.

**Canadian Pacific Railway Company (Atlantic, Eastern Prairie and Pacific Regions):****BLFE**

dispute: C.O. appointed, 797; C.B. appointed, 921; C.B. fully constituted, 1040.

**BRT**

dispute: C.B. appointed, 921; C.B. fully constituted, 1040.

**Canadian Pacific Railway Company (Atlantic, Eastern, Prairie and Pacific Regions and Quebec Central Railway Company):**

**BLE**

dispute: C.B. appointed, 675; C.B. fully constituted, 798.

**Canadian Pacific Steamships Limited (represented by Shipping Federation of Canada, Inc.):**

**ILA**

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

**Canadian Railway Board of Adjustment No. 1:** summary of decisions, 54, 372, 682, 934.

**Canadian Stevedoring Company Limited:**

**ILWU**

certification application by Local 501 on behalf of a unit of employees classified as checkers, mechanics, drivers, shedmen and janitors, at Terminal Dock at Vancouver: received, 672; granted, 794.

**Canadian Tax Foundation:**

cost of federal social welfare—address by Dr. R. M. Clarke, University of British Columbia, to 14th annual conference of the Foundation, 23.

**Canuk Lines Limited:**

**SIU**

dispute: C.O. appointed, 796.

**Capital Cost Allowances:**

**Canada**

program of Special Capital Cost Allowances for production of new products, 881.

**Central Mortgage and Housing:**

**CSAC**

certification application by Ottawa-Hull Local Council on behalf of a unit of heating and power plant employees: received, 44; granted, 153.

**Central Truck Lines Limited:**

**IBT**

certification application by Locals 106 and 938 on behalf of a unit of employees: received, 796; representation vote, 913; granted, 1035.

**UMWA**

certification application by Local 15026 on behalf of a unit of employees: representation vote, 913; granted, 1035.

**Certification:**

Certification and Other Proceedings before the Canada Labour Relations Board (monthly feature).

**Laws and Regulations**

**British Columbia**

Labour Relations Act: amendments, 1225, 1226.

**Canada**

Labour Legislation of the Past Decade—VIII—Part 7—Labour Relations and Trade Union Legislation, 772.

**Legal Decisions**

B.C. Court of Appeal allows the appeal from the decision of the trial court that quashed 17 certification orders, 685.

B.C. Supreme Court quashes 17 certification orders applicable to areas where employers not at that time operating, 375.

Man. Court of Queen's Bench denies jurisdiction of Labour Relations Board to conduct representation vote on decertification, 56.

**Sam Chados (represented by the Shipping Federation of Canada, Inc.):**

**ILA**

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

**Channel Seven Television Limited:**

**NABET**

certification application on behalf of a unit of employees at Station CJAY-TV, Winnipeg; received, 672; granted, 794.

**Check-off:**

**Laws and Regulations**

**British Columbia**

Labour Relations Act: amendments, 1225, 1227.

**Chignecto Canal:**

Government will not proceed with project, 1138.

**Civil Service:**

**Laws and Regulations**

**British Columbia**

Civil Service Act: regulations, 1278.

**Civil Service Association of Canada:**

**Central Mortgage and Housing Corporation**

certification application by Ottawa-Hull Local Council on behalf of a unit of heating and power plant employees: received, 44; granted, 153.

**National Harbours Board  
(Churchill Harbour)**

dispute: C.O. appointed, 1270; settlement, 1271.

**National Harbours Board (Quebec)**

certification application on behalf of a unit of harbour police: received, 1150.

**Civilian Rehabilitation:**

*See* Vocational Rehabilitation.

**Coal Mining:**

ILO Tripartite Technical Meeting to consider social consequences of the coal crisis, 150.

**Canada**

costs decrease, revenue increases, reports Dominion Coal Board, 1005.

**Coast Cargo Services Limited:****CBRT**

certification application on behalf of a unit of unlicensed personnel: received, 1269.

**Collective Bargaining:****Canada**

Collective Bargaining Review (monthly feature). motives and methods in collective bargaining criticized by President of Ford Motor Company of Canada, 766.

**United States**

collective bargaining developing new lines as world changes—W. Willard Wirtz, Under Secretary of Labor, 1006.  
summary of report on study of collective bargaining in the steel industry by the Department of Labor, 374.

**Laws and Regulations****Canada**

Labour Legislation of the Past Decade—VIII—Part 7—Labour Relations and Trade Union Legislation, 772.

**Legal Decisions**

N.B. Supreme Court quashes certification order because there were no employees in bargaining unit when order made, 269.

**Collective Labour Agreements:****Laws and Regulations****Quebec**

Collective Agreement Act: amendment, 1229.

**Legal Decisions**

Man. Court of Queen's Bench holds purchaser of assets of bankrupt business not bound by the existing collective agreement, 158.

**Provisions****Canada**

new CNR-CBRT agreement amalgamates three large ones covering clerical, express and cartage employees, 1215.

**United States**

agreement limiting number of jobs railroad may abolish . . . signed between railway and Order of Railroad Telegraphers, 1210.  
profit-sharing plan and wider s.u.b. provisions gained by UAW, 1041.  
unique collective agreement cuts housing costs 634.

**Commercial Cable Company:****NAME**

certification on behalf of a unit of marine engineers: representation vote, 470; granted, 672.

**SIU**

certification application on behalf of a unit of marine engineers aboard vessels based in Canada: received, 44; representation vote, 470; granted, 672.

dispute: (SS *Cable Guardian*) (licensed engineers): C.O. appointed, 797; C.B. appointed, 1040; C.B. fully constituted, 1151.  
dispute: (SS *Cable Guardian*) (unlicensed personnel): C.O. appointed, 797.

**Commonwealth Study Conference:**

Prince Philip to address opening session of second conference on human consequences of the changing industrial environment to be held in Montreal, 874.

**Commonwealth Training Week:**

*See* Training.

**Conciliation:**

Conciliation and Other Proceedings before the Minister of Labour (monthly feature).

**Laws and Regulations****Quebec**

Labour Relations Act: amendments, 1228.

**Conditions of Employment:**

*See* Labour Conditions.

**Confederation of National Trade Unions:**

brief to federal Cabinet, 223, 230.

**General President**

Jean Marchand elected, 335.

Labour Day message of Jean Marchand, 758.

New Year message of Jean Marchand, 1196.

Roger Mathieu's answer to Government's reply to CNTU brief, 233.

Roger Mathieu retires and joins Quebec Workmen's Compensation Commission, 335.

**Secretary-General**

Marcel Pepin elected, 335.

**Consolidated Aviation Fueling Services Limited:****IAM**

certification application on behalf of a unit of fueling service personnel employed at Montreal International Airport, Dorval: received, 796; granted, 913; application for revocation received, 1150.



**Consolidated Freightways:**

**OEIU**

dispute with Local 15: C.O. appointed, 155; settlement, 257.

**Construction Industry:**

**Canada**

construction in 1961 seen equal to program of 1960 by CCA, 14.  
two million man-hours of work from defence jobs December 1-March 31, 14.

**Laws and Regulations**

**Canada**

Labour Legislation of the Past Decade—Industrial Safety and Health, 463.

**Ontario**

Construction Hoists Act: regulations, 1232.  
recommendations of Royal Commission on Industrial Safety, 1238.

**Consumer Price Index:**

See Prices.

**Co-operative Associations:**

**Canada**

Co-operation in Canada, 1960—29th annual edition, 1062.

**Costs and Standards of Living:**

Prices and the Cost of Living (monthly feature).

**Canada**

average family spent \$4,830 in 1957, DBS sample survey shows, 337.  
consumer price index revised, 398.

**Counselling:**

**Canada**

NES counselling and placement in the 1960's, 656.

**Cullen Stevedoring Company Limited (represented by the Shipping Federation of Canada, Inc.):**

**ILA**

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

dispute with Local 1654: (Hamilton operations): C.O. appointed, 257; C.B. appointed, 472; C.B. fully constituted, 473; C.B. report, 798, 803; strike action after Board procedure, 922; settlement, 1041.

dispute with Local 1869 and Local 1842: C.O. appointed, 257; C.B. appointed, 369; C.B. fully constituted, 473; C.B. report, 798, 809; strike action after Board procedure, 922; settlement, 1041.

**Cunard Steamship Company Limited (represented by the Shipping Federation of Canada, Inc.):**

**ILA**

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

**D**

**Davie Transportation Limited:**

**SIU**

dispute: C.O. appointed, 797; C.B. appointed, 1151; C.B. fully constituted, 1271.

**Denison Mines Limited:**

**USWA**

dispute with Local 5185 (office and technical employees): settlement, 45.

**Department of Labour:**

Publishes *Provincial Labour Standards*—December 1960, 480.

series of broadcasts on older worker problem, 826, 964, 1028.

study on *Government Supervised Strike Votes* by Prof. E. R. Anton, University of Alberta, under Labour Department—University Research Program, 762.

trade analyses, 702.

**Assistant Deputy Minister**

remarks of Dr. George V. Haythorne at opening meeting on Commonwealth Technical Training Week, 221.

address of Gordon Cushing, Government delegate and head of Canadian delegation, at 45th International Labour Conference, 786.  
appointment of Dr. William R. Dymond, 1004.

**Deputy Minister**

Arthur H. Brown retires and joins ILO as Director of Canada Branch, 12.

appointment of Dr. George V. Haythorne, 213.  
remarks of George V. Haythorne, at 2nd meeting, National Technical and Vocational Training Advisory Council, 1212.

**Economics and Research Branch**

J. P. Francis named Director, 1209.

*The Current Status of Electronic Data Processing in Canada*—No. 9A in series "Research Program on the Training of Skilled Manpower", 444.

engineering and scientific salaries in 1961: preliminary survey, 662.

*Engineering and Scientific Manpower Resources in Canada: Their Earnings, Employment and Education, 1959*: No. 9 in Professional Manpower Bulletin Series, 445.

*Engineering and Scientific Manpower Resources in Canada: Their Employment, Earnings and Salary Rates, 1960-61:* No. 10 in Professional Manpower Bulletin Series, 1211.

*Printing Trades*—monograph No. 9—new edition in Canadian Occupation series, 334.

Shift Work and Shift Differentials in Canadian Manufacturing Industries, 877.

*Sickness and Accident Provisions in Canadian Industries*—report issued by Department of Labour, 874.

### **Library**

Publications Recently Received (monthly feature).

### **Minister**

Hon Michael Starr—  
addresses—

national business conference on employment, 137.

first meeting of National Technical and Vocational Training Advisory Council, 550.

first national conference on technological training, 546.

second meeting, National Technical and Vocational Training Advisory Council, 1212.

announces—

extension of Municipal Winter Works Incentive Program, 332, 752.

federal-provincial plan to expand vocational and technical training facilities in Nova Scotia, 872.

cannot compare situation now to thirties says the Minister, 334.

discusses labour problems with U.S. Secretary of Labor Arthur J. Goldberg, in Washington, 541.

Labour Day message, 755.

New Year message, 1194.

remarks at opening meeting on Commonwealth Technical Training Week, 219.

replies to letter sent to employers on hiring and retention of older workers, 1260.

reply to brief presented by CLC, 228.

suggests higher allowances for unemployed undergoing training, 1137.

urges co-operation on labour-management problems, 213.

visit to United States returned by Secretary of Labor Arthur J. Goldberg, 1135.

### **Women's Bureau**

*A New Career for Women After 30*, 22.

*A Niche of Usefulness*—booklet describes how handicapped women can help themselves, 634.

### **Department of Trade and Commerce:**

#### **Minister**

Hon. George Hees issues review of Canada's economy in 1960 and outlook for 1961, 13.

### **Department of Transport:**

#### **Minister**

Mr. Balcer's reply to brief presented by IRB, 236.

### **Disabled Persons:**

*See also Vocational Rehabilitation.*

#### **Canada**

*A Niche of Usefulness*—booklet issued by Women's Bureau, Department of Labour, describes how handicapped women can help themselves, 634.

### **Disabled Persons Allowances:**

#### **Canada**

statistics, 110, 438, 752, 1139.

### **Discrimination:**

#### **Canada**

all NHA insured loans to have anti-discrimination condition, 14.

#### **Ontario**

views expressed by OFL, 451.

#### **Quebec**

views expressed by QFL, 448.

### **Laws and Regulations**

#### **British Columbia**

Public Accommodation Practices Act: regulations, 1099.

#### **Canada**

Labour Legislation of the Past Decade—III  
Part 3—Anti-Discrimination Laws, 140, 142.

#### **Ontario**

Fair Accommodation Practices Act: amendment, 574; regulation, 1100.

### **Dominion Atlantic Railway Company:**

#### **BLFE**

dispute: C.O. appointed, 797; C.B. appointed, 921; C.B. fully constituted, 1040.

### **Dominion Coal Board:**

*See Coal Mining.*

### **Dominion Coal Company Limited:**

#### **SIU**

certification application on behalf of a unit of marine engineers: received, 154; rejected, 470.

### **Dominion Steel and Coal Corporation Limited:**

#### **CBRT**

certification application on behalf of a unit of marine engineers: representation vote, 470; rejected, 915; reasons for judgment, 916.

**Dominion Steel and Coal Corporation Limited:—Conc.**

**MEBAC**

certification application on behalf of a unit of marine engineers (Dominion Shipping Division), Montreal: received, 1149.

**NAME**

certification application on behalf of a unit of marine engineers: representation vote, 470; rejected, 915; reasons for judgment, 916.

**SIU**

certification application on behalf of a unit of marine engineers received, 44; representation vote, 470; rejected, 915; reasons for judgment, 916.

dispute: (employees, Dominion Shipping Division, Montreal): C.O. appointed, 921; C.B. appointed, 1271.

**Dowd, Norman S.:**

*See* Canadian Labour Congress.

**E**

**Eagle Transportation Company Limited:**

**SIU**

certification application on behalf of a unit of marine engineers: received, 1037.

certification application on behalf of a unit of unlicensed personnel: received, 1037.

**Earnings:**

*See* Wages and Salaries.

**East-West Transport Limited:**

**IBT**

certification application by Local 979 on behalf of a unit of employees (Winnipeg Terminal): received, 1269.

dispute with Local 605: C.O. appointed, 921; settlement, 1271.

**Eastern Canada Stevedoring Company Limited:**

**BRSC**

dispute with Local 264: settlement, 257.

**ILA**

certification application by Local 1654 (formerly International Brotherhood of Longshoremen, Local 1817): request for review of decision, 472; granted, 567.

dispute with Local 1654: (Hamilton operations): C.O. appointed, 257; C.B. appointed, 472; C.B. fully constituted, 473; C.B. report, 798, 803; strike action after Board procedure, 922; settlement, 1041.

dispute with Local 1869 and Local 1842: C.O. appointed, 257; C.B. appointed, 369; C.B. fully constituted, 473; C.B. report, 798, 809; strike action after Board procedure, 922; settlement, 1041.

**Eastern Canada Stevedoring Company Limited:—Conc.**

**USWA**

certification application by Local 5197 on behalf of a unit of longshoremen: received, 796; granted, 913.

**Eastern Canada Stevedoring Company (represented by the Shipping Federation of Canada, Inc.):**

**ILA**

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

**Eastern Telephone and Telegraph Company:**

**IBEW**

certification application by Local 2096 on behalf of testers and utility men employed at Sydney Mines and Hardwood Hill, N.S., Spruce Lake, N.B. and Clarendville, Nfld.: received, 673; granted, 795.

**Eastern Transport Limited:**

**Association of Employees of Asbestos and Eastern Transport Limited**

certification application on behalf of a unit of employees operating in and out of Asbestos, Montreal, Quebec City, Victoriaville and Sherbrooke, Que., and Toronto, Ont.: received, 674; rejected, 915.

**IBT**

certification application by Locals 938 and 106 on behalf of a unit of employees: received, 369.

**Economic Development:**

**Canada**

"Diagnosis of Canada's Economic Ills"—discussion at meeting of CCC, 1110.

Minister of Trade and Commerce issues review of Canada's economy in 1960 and outlook for 1961, 13.

**Ontario**

views expressed by OFL, 449.

**United States**

suggestions of AFL-CIO Economic Policy Committee for economic recovery, 454.

**Economic Stevedoring Corporation of Montreal, Ltd. (represented by Shipping Federation of Canada, Inc.):**

**ILA**

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

**Education:**

*See also* Manpower Utilization.

**Canada**

no hope of lasting employment for those with little education—CMA President, 872.

views expressed by IRB, 234.

continuing education for women, 35.



**Education:—Conc.***Ontario*

views expressed by OFL, 450.

*Laws and Regulations**Canada*

legislation dealing with training and education to promote the training of more skilled workers, enacted in 1961, 1096.

*Quebec*

Education Act: amendment, 1099.

**Eldorado Mining and Refining Limited:***UMWA*

dispute with Local 13173: C.O. appointed, 797; settlement, 797.

**Electric Inspection:***Laws and Regulations**British Columbia*

Electrical Energy Inspection Act: regulations, 270.

*Manitoba*

Hydro Act: regulations, 824.

*Saskatchewan*

Electrical Inspection and Licensing Act: amendments, 1237.

**Electrical Installations:***Laws and Regulations**Quebec*

Electricians' and Electrical Installations Act: amendments, 164.

**Electrical Protection:***Laws and Regulations**Alberta*

Electrical Protection Act: amendment, 60.

**Electrical Trades Union (Great Britain):**

recommendation by TUC General Council for expulsion of ETU, passed, 1116.

**Elevators:***Laws and Regulations**Canada*

Labour Legislation of the Past Decade—IV—Part 5—Industrial Safety and Health—elevators and lifts legislation, 245.

*New Brunswick*

Elevators and Lifts Act: enforcement, 482.

*Nova Scotia*

Elevators and Lifts Act: amendments, 1233.

*Ontario*

Construction Hoists Act: regulations, 1232.

Elevators and Lifts Act: regulations, 272; recommendations of Royal Commission on Industrial Safety, 1241.

Factory, Shop and Office Building Act: recommendations of Royal Commission on Industrial Safety *re* grain elevator regulations, 1243.

**Elevators:—Conc.***Laws and Regulations—Conc.**Saskatchewan*

Passenger and Freight Elevator Act: regulations, 60.

**Empire Freightways Limited:***IBT*

certification application by Local 979 on behalf of a unit of employees: received, 1269; withdrawn, 1269.

**Empire Stevedoring Company Limited:***ILWU*

certification application by Local 501 on behalf of a unit of dock machine operators employed on CPR Dock at Vancouver: received, 672; granted, 794.

**Empire Stevedoring Company Limited (represented by the Shipping Federation of Canada, Inc.):***ILA*

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

**Employment:**

48th annual meeting of the International Association of Personnel in Employment, 892.

*Canada*

Employment Review: monthly summary of employment and unemployment; regional summaries; Current Labour Statistics; Collective Bargaining Review (monthly feature). *Employment in Canada in 1960*—wages and working conditions; regional employment conditions, 114.

national business conference on employment sponsored by Winnipeg Chamber of Commerce and Canadian Chamber of Commerce, 137.

no hope of lasting employment for those with little education—CMA President, 872.

*United Kingdom*

*Employment Trends in Great Britain 1950-1960*, 889.

statistics, 659.

*United States*

employment and unemployment show increase in June, 753.

Employment Service urged to increase effectiveness, 439.

*Laws and Regulations**Canada*

Labour Legislation of the Past Decade—notice on termination of employment, 31.

*Statistics**Canada*

"Labour Statistics: C-Employment, Hours and Earnings" (monthly feature).

**Employment Agencies:***Laws and Regulations**Canada*

Labour Legislation of the Past Decade—private employment agencies, 33.

*Manitoba*

Employment Services Act: regulations, 572.

*Ontario*

Employment Agencies Act: regulations, 385.

**Employment Conditions:**

*See* Labour Conditions.

**Employment Opportunities:**

*See also* Manpower Utilization.

*Canada*

summer employment opportunities for undergraduates, scarce, 581.

to increase job opportunities, seek business abroad, says CCA President Jack M. Soules, 112.

*United Kingdom*

TUC economic department report agrees workers must leave declining industries for expanding ones, 1209.

*United States*

President's Committee on Equal Employment Opportunity, 484.

**Employment Service:**

*See* Employment Agencies; National Employment Service.

**Energy:**

*See* Fuel; Gas, Natural; Oil.

**Engine Operators:**

*See* Boilers.

**Engineers:**

*See also* Boilers.

*Canada*

*Engineering and Scientific Manpower Resources in Canada: Their Employment, Earnings and Salary Rates, 1960-61, 1211.*

engineering and scientific salaries in 1961: preliminary survey, 662.

forecast of employment issued in report of Department of Labour—*Employment Outlook for Professional Personnel in Scientific and Technical Fields, 1960-62, 112.*

*Laws and Regulations**Canada*

Labour Legislation of the Past Decade—V—Industrial Safety and Health, Boiler and Pressure Vessel, and Operating Engineers Legislation, 357.

*New Brunswick*

Stationary Engineers Act: amendments, 1235.

*Ontario*

Operating Engineers Act: recommendation of Royal Commission on Industrial Safety, 1243.

**Equal Pay for Equal Work:**

civil servants and teachers in United Kingdom and Canada, 466.

*Laws and Regulations**Canada*

Labour Legislation of the Past Decade—III—Equal Pay, 143.

*New Brunswick*

Female Employees Fair Remuneration Act: regulations, 1015.

**European Atomic Energy Community:**

ILO and Euratom sign agreement on protection against radiation, 151.

**Excavations:***Laws and Regulations**Ontario*

Trench Excavators Protection Act: recommendation of Royal Commission on Industrial Safety, 1243.

**Explosives:***Laws and Regulations**Newfoundland*

Fire Prevention Act (1954): Explosive and Inflammable Substances and Materials Regulations (1961): 382.

**Export Packers:***IBT*

certification application by Local 938 on behalf of a unit of employees: rejected, 153.

**Exports:***Canada*

views expressed by CLC, 225.

**F****Factories:***United Kingdom*

annual report of Chief Inspector of Factories, 165.

*Laws and Regulations**Alberta*

Factories Act: regulations, 60.

*British Columbia*

Factories Act: regulation, 1156.

*Canada*

Labour Legislation of the Past Decade—IV—Part 5—Industrial Safety and Health—factories legislation, 243.

*New Brunswick*

Factories Act: amendment, 482.

**Factories:—Conc.****Laws and Regulations—Conc.***Ontario*

Factory, Shop and Office Building Act: recommendations of Royal Commission on Industrial Safety, 1242.

**Fair Accommodation Practices:**

*See* Discrimination.

**Fair Employment Practices:**

*See* Discrimination.

**Fair Wages:**

*See also* Labour Conditions.

**Laws and Regulations***Canada*

Labour Legislation of the Past Decade—II—  
Part 1—Labour Standards—fair wages, 32.

*Manitoba*

Fair Wage Act: regulations, 696.

*New Brunswick*

Fair Wages and Hours of Labour Act: amendment, 1015.

**Family Allowances:****Laws and Regulations***Canada*

Family Allowances Act (1944): provisions, 29.

**Farm Homes:***Canada*

occupations of farm daughters—Department of Agriculture survey, 780.

**Farm Income:**

*See* Income.

**Federal Commerce and Navigation Company Limited:***SIU*

dispute: C.O. appointed, 472; C.B. appointed, 675; C.B. fully constituted, 797.

**Fire Prevention:****Laws and Regulations***Manitoba*

Fires Prevention Act: amendments, 1236.

*Newfoundland*

Fire Prevention Act (1954): regulations, 164, 382.

**Fleet Express Lines Limited:***IBT*

certification application by Local 938 on behalf of a unit of employees: received, 568; rejected, 795.

**Foley Stevedoring Company (represented by Shipping Federation of Canada, Inc.):***ILA*

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

**Foreign Trade:**

*See* Trade.

**Foremost Marine Transporters Limited:***CBRT*

certification application on behalf of a unit of employees (marine engineers): rejected, 470.

certification application on behalf of a unit of employees (unlicensed personnel): rejected, 470.

**Foundation Maritime Limited:***CBRT*

certification application on behalf of a unit of unlicensed personnel employed aboard tugboats: rejected, 255.

*SIU*

certification application on behalf of a unit of unlicensed personnel employed aboard tugboats: received, 43; rejected, 255.

**Frontenac Broadcasting Corporation Limited:***IATSE*

certification application on behalf of a unit of employees (CKWS-TV, Kingston): received, 368; granted, 566.

dispute: C.O. appointed, 1040; C.B. appointed, 1271.

**Fuel:****Laws and Regulations***Ontario*

Energy Act: amendments, 482, 1237, 1279; regulations, 272, 697.

**Furness, Withy and Company Limited (represented by the Shipping Federation of Canada, Inc.):***ILA*

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

**G****Gas, Natural:****Laws and Regulations***Alberta*

Gas Protection Act: regulation, 943.

*British Columbia*

Petroleum and Natural Gas Act: regulations, 1156.

*Canada*

Labour Legislation of the Past Decade—Industrial Safety and Health, 460.

Public Lands Grants Act: regulations, 943.

Territorial Lands Act: regulations, 943.



**Gas, Natural:—Conc.**

**Laws and Regulations—Conc.**

*Ontario*

Energy Act: amendments, 1237, 1279; regulations, 272, 697.

*Saskatchewan*

Gas Inspection and Licensing Act: amendment, 164.

**Gaspe Shipping Registered:**

**BRSC**

certification application on behalf of a unit of longshoremen: received, 1269.

**General Agreement on Tariffs and Trade:**

CLC executive council proposes new role for GATT that would provide method for meeting import competition from countries maintaining low wages and unfair labour standards, 1210.

**General Enterprises Limited:**

**UBCJA**

certification application by Local 2499 on behalf of a unit of carpenters: received, 1149.

**Gill Interprovincial Lines Limited:**

**IBT**

dispute with Local 605: C.O. appointed, 1150.

**Goldberg, Arthur J., United States Secretary of Labor:**

appointment, 15.  
visits Hon. Michael Starr, federal Minister of Labour, 1135.

**J. A. Gormley (Stevedoring Service):**

**LPU**

dispute: C.O. appointed, 921.

**Grain Elevators:**

*See* Elevators.

**Gross National Product:**

*See* National Product.

**Gulf Islands Navigation Limited:**

**SIU**

dispute: lapsed, 675.

**H**

**Hall Corporation of Canada:**

**MEBAC**

certification application on behalf of a unit of marine engineers: received, 1149.

**NAME**

certification application on behalf of a unit of marine engineers: representation vote, 469; rejected, 915; reasons for judgment, 916.

54609-3—4

**Hall Corporation of Canada:—Conc.**

**SIU**

certification application on behalf of a unit of marine engineers: received, 44; representation vote, 469; rejected, 915; reasons for judgment, 916.

**Hamilton Harbour Commissioners:**

**ILA**

dispute: C.B. appointed, 45.

**Hamilton Shipping Company Limited:**

**ILA**

certification application by Local 1654 (formerly International Brotherhood of Longshoremen, Local 1817): request for review of decision, 472; granted, 566.

dispute with Local 1654: C.O. appointed, 257; C.B. appointed, 472; C.B. fully constituted, 473; C.B. report 798, 803; strike action after Board procedure, 922; settlement, 1041.

**Hamilton Terminal Operators Limited:**

**ILA**

certification application on behalf of a unit of longshoremen: received, 256; granted, 368.  
dispute with Local 1879: C.O. appointed, 472; settlement, 1040.

**Harbour Development Limited:**

**SIU**

dispute: C.O. appointed, 568; settlement, 674.

**Haythorne, Dr. George V., Deputy Minister of Labour:**

appointment, 213.

**Health:**

*Canada*

views expressed by IRB, 235.

*Laws and Regulations*

*British Columbia*

Health Act: amendment, 163.

*Canada*

Labour Legislation of the Past Decade—V—Industrial Safety and Health—Boiler and Pressure Vessel, and Operating Engineers Legislation 242, 357; Occupational Health Hazards, 464.

legislation in 1961, 1232.

*Quebec*

Public Health Act: amendments, 698.

**Health Insurance:**

*See* Insurance, Health.

**Health Services:**

*See* Medical Services.

**Hector Broadcasting Company Limited:****IATSE**

certification application by Local 848 on behalf of a unit of employees at Radio Station CKEC, New Glasgow, N.S.: received, 915; representation vote, 1035; granted, 1147.

**Highways:**

See Transportation.

**Hill the Mover (Canada) Limited:****IBT**

dispute with Local 885: (employees, Victoria Terminal): C.O. appointed, 569; lapsed, 1175.

**Hoists:**

See Elevators.

**Holden Sand and Gravel Limited:****SIU**

dispute: settlement, 155.

**Holidays:**

See Vacations.

**Hospitalization Insurance:**

See Insurance, Hospitalization.

**Hospitals:****Nova Scotia**

views expressed by Federation of Labour re hospital employees, 1252.

**Hours of Work:****Canada**

two million man-hours of work from Defence jobs December 1 to March 31, 14.

**Laws and Regulations****Alberta**

Labour Act: new order, 693.

**British Columbia**

Hours of Work Act: regulations, 163, 958.

**New Brunswick**

Fair Wages and Hours of Labour Act: amendment, 1015.

**Newfoundland**

Exploits Valley (Closing Hours) Shop Act: amendment, 1018.

**Saskatchewan**

Hours of Work Act: regulation, 958.

**United States**

Fair Labor Standards Act: regulation, 701.

**Housing:**

text of ILO recommendation concerning workers' housing, 788.

**Canada**

starts and completions in 1960, 109.

**Housing:—Conc.****United States**

unique collective agreement cuts housing costs, 634.

**Laws and Regulations****Canada**

all NHA insured loans to have anti-discrimination condition, 14.

**Hull City Transport Employees' Union:****Hull City Transport Limited**

certification application by Local 591 on behalf of a unit of bus drivers and garage employees: request for consent under Section 7 (4) denied, 672.

dispute: settlement, 155; report of Board, 155.

**Hull Metropolitan Transport Limited**

certification application by Local 591 on behalf of a unit of bus drivers and garage employees: request for consent under Section 7 (4) denied, 672.

**Hull City Transport Limited:****AASERE**

certification application by Local 591 on behalf of a unit of bus drivers and garage employees: received, 470; request for consent under Section 7 (14) denied, 672.

**HCTEU**

certification application by Local 591 on behalf of a unit of bus drivers and garage employees: request for consent under Section 7 (4) denied, 672.

dispute: settlement, 155; report of Board, 155.

**Hull Metropolitan Transport Limited:****AASERE**

certification application by Local 591 on behalf of a unit of bus drivers and garage employees: received, 470; request for consent under Section 7 (4) denied, 672.

**HCTEU**

certification application by Local 591 on behalf of a unit of bus drivers and garage employees: request for consent under Section 7 (4) denied, 672.

**Hutchinson, A. A.:**

See International Railway Brotherhoods.

**I****Immigration—Emigration:****Canada**

statistics, 1109.

admission to Canada of Japanese essential to industries, 1138.

**Immigration—Emigration:—Conc.**

**Canada—Conc.**

decrease in number of immigrants to Canada in 1960, 633.

number of immigrants drops in first quarter of 1961, 633.

number of immigrants in 1960 slightly smaller than in 1959, 109.

views expressed by IRB, 234.

**Imports:**

**Canada**

commodity imports in 1960 down fractionally from 1959, 437.

downward trend in commodity imports during third quarter of 1960, 76.

views expressed by CLC, 225.

**Income:**

**Canada**

farm cash income in 1960, 109, 397.

**Income Tax:**

**Canada**

views expressed by IRB, 235.

**Industrial Disputes:**

*See* Labour Disputes.

**Industrial Relations:**

*See also* Labour Laws and Regulations; Labour-Management Co-operation; Labour Unions—Legal Decisions; Laval University—Industrial Relations Department; McGill University—Industrial Relations Centre.

Canada and United States to share views on labour problems—meeting of Hon. Michael Starr, Canadian Minister of Labour and Arthur J. Goldberg, U.S. Secretary of Labor, 541.

encyclical letter by Pope John XXIII on social problems of the modern world, 887.

Industrial Relations Seventy Years After *Rerum Novarum*, 555.

**Canada**

*Labour Arbitration in Canada*—summary of book by Prof. A. W. R. Carrothers, University of British Columbia, 1216.

Ninth Annual Catholic Social Life Conference, 1101.

**Ontario**

Labour Relations Act: views expressed by OFL, 449.

**Laws and Regulations**

**Canada**

Labour Legislation of the Past Decade—VIII—Part 7—Labour Relations and Trade Union Legislation, 769.

Labour Legislation of the Past Decade—IX—Part 7—Labour Relations and Trade Union Legislation, 893.

54609-3—4½

**Industrial Relations:—Conc.**

**Laws and Regulations—Conc.**

Labour Relations Legislation in Canada, 1950-1960: Legislation in effect in 1950, with date of enactment; Amendments in period 1950-60, with citation in 1960, 770.

labour relations legislation in 1961, 1225.

*Manitoba*

Department of Labour Act: amendments, 1230.

*New Brunswick*

Labour Relations Act: amendments, 1230.

*Ontario*

Labour Relations Act: regulations, 272, 386.

*Prince Edward Island*

Trade Union Act: amendments, 1231.

**Industrial Safety:**

*See* Safety, Industrial.

**Industrial Standards:**

**Laws and Regulations**

*Ontario*

Industrial Standards Act: regulations, 1279.

**Industrial Transportation:**

*See* Transportation.

**Industry:**

*See* Professional Association of Industrialists.

**Injunctions, Labour:**

**Legal Decisions**

B.C. Court of Appeal dissolves injunction restraining employer from discharging employees under closed shop agreement, 268.

B.C. Supreme Court rules picketing may be restrained when strike illegal and obstruction occurs; upholds injunction, 376.

Ont. High Court makes distinction between "interlocutory" and "interim" injunction under Ontario Judicature Act, 688.

**Insurance, Health:**

**Canada**

1950-51 Canadian Sickness Survey indicated more than one-half of population had health insurance, 1139.

views expressed by IRB, 234.

**Saskatchewan**

provincial medical care plan responsible to the people recommended by Federation of Labour, 1250.

**Insurance, Hospitalization:**

**Laws and Regulations**

*Quebec*

Hospital Insurance and Diagnostic Services Act: provisions extended to residents of province of Quebec, 15.

**International Affairs:**

views expressed by CLC, 226.



**International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada:**

***Baton Aldred Rogers Broadcasting Limited***

certification application by Local 873 on behalf of a unit of employees: received, 256; granted, 566.

***Canadian Marconi Company***

certification application on behalf of a unit of employees at CFCF-TV, Montreal: received, 1037; representation vote, 1147; rejected, 1148; request for special leave (Rule 8) denied, 1149.

***Frontenac Broadcasting Corporation Limited***

certification application on behalf of a unit of employees (CKWS-TV, Kingston): received, 368; granted, 566.

dispute: C.O. appointed, 1040; C.B. appointed, 1271.

***Hector Broadcasting Company Limited***

certification application by Local 848 on behalf of a unit of employees at Radio Station CKEC, New Glasgow, N.S.: received, 915; representation vote, 1035; granted, 1147.

***Vantel Broadcasting Company Limited***

certification application on behalf of a unit of employees in Design and Film Departments at CHAN-TV, Vancouver: received, 568; granted, 794.

**International Association of Machinists:**

***Canada***

George P. Schollie, Canadian Vice-President, retires, 111.

Michael Rygus elected General Vice-President for Canada, 635.

***United States***

plant closing imminent, workers at American Can Company accept pay-cut, 1271.

***Consolidated Aviation Fueling Services Limited***

certification application on behalf of a unit of fueling service personnel employed at Montreal International Airport, Dorval: received, 796; granted, 913; application for revocation received, 1150.

***Northern Wings Limited***

dispute: settlement, 45.

***Pacific Western Airlines Limited***

dispute: C.O. appointed, 155; settlement, 369.

**International Association of Machinists:—Conc.**

***Quebec North Shore and Labrador Railway Company***

certification application on behalf of a unit of employees in Catering Department: received, 1269.

certification application on behalf of a unit of employees in Freight Department: received, 256; granted, 566.

***Seaboard and Western Airlines Inc.***

certification application on behalf of a unit of aircraft maintenance and fleet service employees: received, 368; withdrawn, 471.

***TransAir Limited***

dispute: C.O. appointed, 369; settlement, 472.

***Trans-Canada Air Lines***

certification application on behalf of a unit of cafeteria employees at Montreal airport: received, 153; granted, 255.

certification application on behalf of a unit of lead production planners, production planners, production forecasters and parts routers: granted, 1147; received, 1149.

certification application on behalf of a unit of planners employed at Overhaul Base at Montreal International Airport, Dorval: received, 916; withdrawn, 1150.

**International Association of Personnel in Employment Security:**

meeting, 48th, 892.

**International Brotherhood of Electrical Workers:**

***Eastern Telephone and Telegraph Company***

certification application by Local 2096 on behalf of testers and utility men employed at Sydney Mines and Hardwood Hill, N.S.; Spruce Lake, N.B. and Clarendville, Nfld.: received, 673; granted, 795.

**International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America:**

James R. Hoffa re-elected President, 639.

***Leslie Armstrong Mail Service***

certification application by Local 879 on behalf of a unit of employees: representation vote, 43; rejected, 153.

***Asbestos Eastern Limited***

certification application by Locals 938 and 106 on behalf of a unit of employees: received, 369.

***Asbestos Transport Limited***

certification application by Locals 938 and 106 on behalf of a unit of employees: received, 369; rejected, 672.

**International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America:—Cont.**

***Atomic Transfer Limited***

certification application by Local 979 on behalf of a unit of employees: received, 915; withdrawn, 1037.

***H.W. Bacon Limited***

dispute with Local 419: C.O. appointed, 796; C.B. appointed, 1040; C.B. fully constituted, 1151.

***Barnhill's Transfer Limited***

dispute with Locals 76 and 927: settlement, 45.  
dispute with Locals 76 and 927: C.O. appointed, 921; C.B. appointed, 1040; C.B. fully constituted, 1151.

***John N. Brocklesby Transport Limited***

certification application by Local 419 on behalf of a unit of float drivers: received, 1037; granted, 1147.

***Central Truck Lines Limited***

certification application by Locals 106 and 938 on behalf of a unit of employees: received, 796; representation vote, 913; granted, 1035.

***East-West Transport Limited***

certification application by Local 979 on behalf of a unit of employees (Winnipeg Terminal): received, 1269.

dispute with Local 605: C.O. appointed, 921; settlement, 1271.

***Eastern Transport Limited***

certification application by Locals 938 and 106 on behalf of a unit of employees: received, 369.

***Empire Freightways Limited***

certification application by Local 979 on behalf of a unit of employees: received, 1269; withdrawn, 1269.

***Export Packers***

certification application by Local 938 on behalf of a unit of employees: rejected, 153.

***Fleet Express Lines Limited***

certification application by Local 938 on behalf of a unit of employees: received, 568; rejected, 795.

***Gill Interprovincial Lines Limited***

dispute with Local 605: C.O. appointed, 1150.

***Hill the Mover (Canada) Limited***

dispute with Local 885; (employees, Victoria Terminal): C.O. appointed, 569; lapsed, 1175.

***MacCosham Van Lines Limited***

certification application by Local 938 on behalf of a unit of employees: received, 796; granted, 913.

**International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America:—Cont.**

***MacGregor The Mover Limited***

certification application by Local 91 on behalf of a unit of employees: received, 1269.

***McCabe Grain Company Limited***

dispute with Local 514: C.B. appointed, 472; C.B. fully constituted, 473.

***Middup Moving and Storage Limited***

certification application by Local 519 on behalf of a unit of employees: received, 673; granted, 795.

***Moloughney's Van and Storage Limited***

certification application on behalf of a unit of employees: representation vote, 255; rejected, 368.

***Motor Transport Industrial Relations Bureau (representing certain companies within Federal jurisdiction)***

dispute with Local 106: C.O. appointed, 1271.  
dispute with Local 880: C.O. appointed, 921; C.B. appointed, 1151; C.B. fully constituted, 1151.

***Wm. C. Norris Limited***

certification application by Local 106 on behalf of a unit of employees: received, 154; granted, 255.

***North American Van Lines (Atlantic) Limited***

certification application by Local 927 on behalf of a unit of drivers, packers, craters and helpers: received, 915; granted, 1147.

***Ottawa Pre-Mixed Concrete Limited***

certification application by Local 230: rejected, 43.

***Overnite Express Limited***

certification application by Locals 106 and 938 on behalf of a unit of employees working in and out of Montreal, St. Jerome and Hull, Que., and Toronto, Ont.: received, 796; withdrawn, 1037.

***Sabre Freight Lines Limited***

dispute with Local 605: C.O. appointed, 1150.

***St. John's (Iberville) Transport Company Limited***

certification application by Local 106 and 938 on behalf of a unit of employees at Iberville, Que. and Toronto, Ont.: received, 369, 568; withdrawn, 568; granted, 794.

***D. S. Scott Transport***

dispute with Local 605 on behalf of a unit of employees at Vancouver Terminal: lapsed, 675.

***J. Sherman and Sons Limited***

dispute with Local 880: lapsed, 675.

**International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America:—Cont.**

**John A. Snow**

certification application by Local 419 on behalf of a unit of mail pick-up and delivery drivers: received, 43; granted, 153.

**Tank Truck Transport Limited**

certification application by Locals 880 and 938 on behalf of a unit of employees: rejected, 153.

dispute with Locals 880 and 938: lapsed, 675.

**Vancouver Alberta Freightlines Limited**

certification application by Local 605 and Local 514 on behalf of a unit of drivers, mechanics and warehousemen: received, 672; withdrawn, 796.

**White Pass and Yukon Route**

certification application by Local 605 on behalf of a unit of employees: received, 1149; withdrawn, 1269.

**International Institute for Labour Studies:**

members, etc., 366.

first study course at ILO's Institute, 1144.

Sir Douglas Berry Copland appointed first Director of ILO body, 41.

**International Labour Organization:**

Arthur H. Brown, former federal Deputy Minister of Labour, becomes Director of Canada Branch, 12.

International Institute for Labour Studies—Sir Douglas Berry Copland appointed first Director, 41; members, etc., 366; first study course, 1144.

ILO and Euratom sign agreement on protection against radiation, 151.

investment in training and education urgently needed for world peace—address of David A. Morse, Director, to international congress marking 80th anniversary of the Organization for Rehabilitation through Training, 37.

David A. Morse, Director-General of the International Labour Office, resigns, 1264.

Niger Republic becomes 97th ILO member country, 1145.

report on the trade union situation in Sweden, 1265; in the U.S.S.R., 39, in the United Kingdom, 1031; in the United States, 38.

seven new African republics join ILO, 40.

study conference on labour-management relations—Canadian delegation; agenda, 40.

Tripartite Technical Meeting to consider social consequences of the coal crisis, 150.

**General Conference**

Session, 45th, 782.

**Governing Body**

Session, 147th, 41.

Session, 148th, 365.

Session, 149th, 1145.

**International Labour Organization:—Conc.  
Inland Transport Committee**

Session, 7th, 667.

**Joint Maritime Commission**

Session, 19th, 1145.

**Membership**

re-admission of Syrian Arab Republic increases ILO membership to 101, 1267.

**Publications and Reports**

The Cost of Social Security 1949-1957, 669.

**International Ladies' Garment Workers Union:**

New York city coat-and-suit industry wins improved welfare benefits, 473.

study cites rise in Canada's union membership, 569.

**International Longshoremen's and Warehousemen's Union:**

**Canadian Stevedoring Company Limited**

certification application by Local 501 on behalf of a unit of employees classified as checkers, mechanics, drivers, shedmen and janitors at Terminal Dock at Vancouver: received, 672; granted, 794.

**Empire Stevedoring Company Limited**

certification application by Local 501 on behalf of a unit of dock machine operators employed on CPR Dock at Vancouver: received, 672; granted, 794.

**Overseas Transport Company Limited**

certification application on behalf of a unit of unlicensed employees: received, 1037; withdrawn, 1150.

**Pacific Stevedoring and Contracting Company Limited**

dispute with Local 505: C.O. appointed, 1040; settlement, 1271.

**Shipping Federation of British Columbia**

dispute with Locals 506, 507 and 510: settlement, 369.

**Tahsis Company Limited**

certification application by Local 503 on behalf of a unit of employees: rejected, 368; request for review of decision, 471; denied, 567.

**Vancouver Barge Transportation Limited**

dispute with Local 512: settlement, 155.

**Vancouver Wharves Limited**

certification application by Local 512 on behalf of a unit of employees employed at the Company's operation at North Vancouver in the handling and warehousing of cargo and in the maintenance of plant equipment: granted, 43.

dispute with Local 512: C.O. appointed, 568; settlement, 674.



**International Longshoremen's Association:**

***Atlantic and Gulf Stevedores Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Brown and Ryan Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Caledon Terminals Limited***

dispute with Local 1654: (Hamilton operations): C.O. appointed, 257; C.B. appointed, 472; C.B. fully constituted, 473; C.B. report, 798, 803; strike after board procedure, 922; settlement, 1041.

dispute with Local 1869 and Local 1842: C.O. appointed, 257; C.B. appointed, 369; C.B. fully constituted, 473; C.B. report, 798, 809; strike action after Board procedure, 922; settlement, 1041.

***Canadian National Railways (North Sydney, N.S.)***

dispute with Local 1259: C.O. appointed, 1150; settlement, 1271.

***Canadian Pacific Steamships Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Sam Chados***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Cullen Stevedoring Company Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Cullen Stevedoring Company Limited***

dispute with Local 1654: (Hamilton operations): C.O. appointed, 257; C.B. appointed, 472; C.B. fully constituted, 473; C.B. report, 798, 803; strike after board procedure, 922; settlement, 1041.

dispute with Local 1869 and Local 1842: C.O. appointed, 257; C.B. appointed, 369; C.B. fully constituted, 473; C.B. report, 798, 809; strike action after Board procedure, 922; settlement, 1041.

**International Longshoremen's Association:—**  
Cont.

***Cunard Steamship Company Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Eastern Canada Stevedoring Company Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Eastern Canada Stevedoring Company Limited***

certification application by Local 1654 (formerly International Brotherhood of Longshoremen, Local 1817): request for review of decision, 472; granted, 567.

dispute with Local 1654: (Hamilton operations): C.O. appointed, 257; C.B. appointed, 472; C.B. fully constituted, 473; C.B. report, 798, 803; strike action after Board procedure, 922; settlement, 1041.

dispute with Local 1869 and Local 1842: C.O. appointed, 257; C.B. appointed, 369; C.B. fully constituted, 473; C.B. report, 798, 809; strike action after Board procedure, 922; settlement, 1041.

***Economic Stevedoring Corporation of Montreal, Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Empire Stevedoring Company Limited***

(represented by the Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Foley Stevedoring Company***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Furness, Withy and Company Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Hamilton Harbour Commissioners***

dispute: C.B. appointed, 45.

**International Longshoremen's Association:—**  
Cont.***Hamilton Shipping Company Limited***

certification application by Local 1654 (formerly International Brotherhood of Longshoremen, Local 1817): request for review of decision, 472; granted, 566.

dispute with Local 1654: C.O. appointed, 257; C.B. appointed, 472; C.B. fully constituted, 473; C.B. report, 798, 803; strike action after Board procedure, 922; settlement, 1041.

***Hamilton Terminal Operators Limited***

certification application on behalf of a unit of longshoremen: received, 256; granted, 368.

dispute with Local 1879: C.O. appointed, 472; settlement, 1040.

***J. C. Malone and Company (1959) Limited***

dispute with Local 1846: C.O. appointed, 1040; settlement, 1271.

***McLean Kennedy, Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Montreal and St. John Stevedoring Company Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Pittston Stevedoring Corporation of Canada***

dispute with Local 1654: (Hamilton operations): C.O. appointed, 257; C.B. appointed, 472; C.B. fully constituted, 473; C.B. report, 798, 803; strike action after Board procedure, 922; settlement, 1041.

dispute with Local 1869 and Local 1842: C.O. appointed, 257; C.B. appointed, 369; C.B. fully constituted, 473; C.B. report, 798, 809; strike action after Board procedure, 922; settlement, 1041.

***Seaway Forwarding Agencies Limited***

certification application on behalf of a unit of employees: request for review of decision, 471.

dispute with Local 1854: C.O. appointed, 257; settlement, 797.

***Shipping Federation of Canada, Inc.***

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

dispute with Local 375: C.O. appointed, 472; C.B. appointed, 569; C.B. fully constituted, 675; C.B. report, 922; settlement, 922.

dispute with Local 1552: C.O. appointed, 569; settlement, 674.

**International Longshoremen's Association:—**  
Conc.***Shipping Federation of Canada, Inc.—Conc.***

dispute with Local 1657 (checkers and cargo repairmen): C.O. appointed, 797; C.B. appointed, 1151; C.B. fully constituted, 1271.

***Three Rivers Shipping Company Limited***

dispute with Local 1846: C.O. appointed, 1040; settlement, 1271.

***Wolfe Stevedores Limited***

(represented by Shipping Federation of Canada, Inc.)

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

***Yorkwood Shipping and Trading Company Limited***

certification application by Local 1654 (formerly International Brotherhood of Longshoremen, Local 1817): request for review of decision, 472; granted, 566.

dispute with Local 1654: C.O. appointed, 257; C.B. appointed, 472; C.B. fully constituted, 473; C.B. report, 798, 803; strike action after Board procedure, 922; settlement, 1041.

**International Railway Brotherhoods:*****National Legislative Committee***

brief to federal Cabinet, 223, 233.

Labour Day message of Chairman, A. A. Hutchinson, 759.

New Year message of chairman, A. A. Hutchinson, 1263.

**International Trade Secretariats:**

new edition issued by U.S. Department of Labour, 753.

**International Union of Electrical Workers:*****Northland Utilities Limited***

certification application by Local 424: received, 45; withdrawn, 674.

***Northland Utilities (B.C.) Limited***

certification application by Local 424: received, 45; withdrawn, 674.

***Uranium City Power Company Limited***

certification application by Local 424: received, 45; withdrawn, 674.

**International Union of Mine, Mill and Smelter Workers:*****Boyles Bros. Drilling (Alberta) Limited***

dispute with Local 1005: C.O. appointed, 674; settlement, 797.

***Boyles Bros. Drilling Company Limited***

certification application by Local 1005 on behalf of a unit of employees employed in Yukon Territory, 567; withdrawn, 568.

**International Union of Mine, Mill and Smelter Workers:—Conc.**

***Canada Tungsten Mining Corporation Limited***

certification application by Local 1031 on behalf of a unit of strip miners in Flat Creek area of NWT: received, 915; granted 1035.

***United Keno Hill Mines Limited***

dispute with Local 924: C.O. appointed, 796; settlement, 921.

**International Union of Operating Engineers:**

***Canadian Arsenal Limited  
(Gun Ammunition Division)***

dispute with Local 796: C.O. appointed, 1040; settlement, 1150.

***United Grain Growers Terminals, Limited***

certification application by Local 882: request for review of decision received, 1038.

**International Union, United Automobile, Aircraft and Agricultural Implement Workers of America:**

See United Automobile Workers.

**International Woodworkers of America:**

***Tahsis Company Limited***

certification application by Local 1-85 on behalf of a unit of employees: rejected, 368; request for review decision, 471; denied, 567.

**Island Fertilizers Inc.:**

***LPU***

dispute with No. 9568: settlement, 45.

**Island Shipping Limited:**

***CBRT***

certification application on behalf of a unit of unlicensed personnel employed aboard the *Wheat King* and the *Northern Venture*: received, 915; representation vote, 1035; granted, 1147.

***SIU***

certification application on behalf of a unit of unlicensed personnel employed aboard the *Wheat King* and the *Northern Venture*: representation vote, 1035; rejected, 1148.

**J**

**Japan:**

admission to Canada of Japanese essential to industries, 1138.

**Jodoin, Claude:**

See Canadian Labour Congress—President.

**Jurisdictional Disputes:**

***Manitoba***

establishment by CLC of court to rule on jurisdictional dispute recommended by Federation of Labour, 1248.

***Saskatchewan***

Association of Civil Servants withdraws from membership in Federation of Labour because of dispute with NUPSE, 1251.

**K**

**Kingcome Navigation Company Limited:**

***CBRT***

certification application on behalf of a unit of employees: rejected, 43.

***SIU***

certification application on behalf of a unit of employees: rejected, 43.

**Kitchener-Waterloo Broadcasting Company Limited (Radio Station CKCR):**

***NABET***

dispute: settlement, 45.

**KLM Royal Dutch Airlines:**

***UAW***

certification application on behalf of a unit of office employees: received, 1037.  
dispute: C.O. appointed, 797; settlement, 921.

**L**

**La Verendrye Line, Limited:**

***NAME***

certification application on behalf of a unit of engineers: granted, 469.

***SIU***

certification application on behalf of a unit of marine engineers: received, 44; granted, 469.

**Labour Attachés:**

John A. Ballew retires as United States labour attaché in Ottawa, 336.

Louis A. Weisner appointed to United States Embassy at Ottawa, 336.

**Labour Code:**

See Labour Laws and Regulations.

**Labour Conditions:**

***Canada***

"Labour Conditions in Federal Government Contracts" (monthly feature).



**Labour Conditions:—Conc.  
Canada—Conc.**

*Employment in Canada in 1960*—wages and working conditions; regional employment conditions, 114.

working conditions in manufacturing (1960), 348; plant workers, 349; office workers, 350.

**Ontario**

views expressed by OFL, 450.

**Labour Courts:**

**Quebec**

jurisdiction of labour courts discussed by Gerard Picard at Laval University's Industrial Relations Conference, 553.

**Labour Day:**

Labour Day messages of labour leaders, 757.

Labour Day message of Hon. Michael Starr, Minister of Labour, 755.

**Labour Department-University Research Program:**

*Labour Arbitration in Canada*—summary of book by Prof. A. W. R. Carrothers, University of British Columbia, under the program, 1216.

1961 grants announced, 633; correction, 1033.

study on *Government Supervised Strike Votes* by Prof. E. R. Anton, University of Alberta, under the Program, 762.

**Labour Disputes:**

**Laws and Regulations**

**Canada**

Labour Legislation of the Past Decade—IX—Part 7—Labour Relations and Trade Union Legislation, 893.

**Canada**

*Labour Arbitration in Canada*—summary of book by Prof. A. W. R. Carrothers, University of British Columbia, 1216.

regional factors in industrial conflict—address by Prof. Stuart Jamieson to 33rd Annual Meeting of Canadian Political Science Association, 878.

**Labour Force:**

**Canada**

The Female Labour Force: number of women in the labour force; married women working for pay; ages of working women; occupational distribution of women workers; part-time work among women workers, 563.

**United States**

as percentage of total labour force, union membership in 1960 drops, 1211.

**Statistics**

"Labour Statistics: A-Labour Force" (monthly feature).

"Labour Statistics: D-Employment Service Statistics" (monthly feature).

**Labour Gazette:**

change in price of official publication of federal Department of Labour, 1139.

"50 Years Ago This Month" (monthly feature).

**Labour Laws and Regulations:**

See also Canadian Association of Administrators of Labour Legislation; various subject headings.

**Alberta**

Labour Act: new orders, 691, 692; regulations, 944, 1046.

**British Columbia**

Labour Relations Act: amendments, 1225-28; regulations, 694.

**Canada**

Canada Shipping Act: regulations, 481.

changes in 1961 provincial laws affecting wages, hours and vacations, 1015.

current reports on progress of labour bills issued by Department of Labour, 110.

Labour Legislation of the Past Decade:

(II) Part 1—Labour Standards, 27; Part 2—Private Employment Agencies, 33.

(III) Part 3—Anti-Discrimination Laws, 140; Part 4—Workmen's Compensation, 144.

(IV) Part 5—Industrial Safety and Health, 242, 357, 460.

(V) Part 5 (cont'd)—Industrial Safety and Health—Boiler and Pressure Vessel, and Operating Engineers Legislation, 357.

(VI) Part 5—Industrial Safety and Health, 460.

(VII) Part 6—Apprenticeship and Tradesmen's Qualification, 556.

(VIII) Part 7—Labour Relations and Trade Union Legislation, 769.

(IX) Part 7—Labour Relations and Trade Union Legislation, 893.

session on "Recent Changes in Labour Legislation" at meeting of CCA, 236.

views expressed by CCA, 353.

views expressed by CLC, 226.

**Manitoba**

Department of Labour Act: amendments, 1230.

**New Brunswick**

Labour Relations Act: amendments, 1230.

**Ontario**

Department of Labour Act: recommendations of Royal Commission on Industrial Safety, 1240.

**Quebec**

*Labour Legislation in Quebec: A Study in Fear, Freedom and Conflict*: address to Canadian Political Science Association, 760.

Labour Relations Act: amendments, 1228.

proposed Canadian Labour Code published by Gerard Picard, OBE, President of the Canadian Federation of the Printing Industry and Information (CNTU), 337.

**Labour-Management Co-operation:**

*Canada*

Hon. Michael Starr, Minister of Labour, urges co-operation on labour-management problems, 213.

meeting of labour, management and government officials discusses economic problems contributing to unemployment, 333.

"Teamwork in Industry" (monthly feature).

*United States*

President's Advisory Committee on Labor-Management Policy, 333.

**Labour-Management Relations:**

ILO study conference—Canadian delegation, agenda, 40.

*United States*

15-man presidential commission to study railroad work-rule dispute, 53.

**Labour Movement:**

ILO report on trade union situation in Sweden, 1265; in the U.S.S.R., 39; in the United Kingdom, 1301; in the United States, 38.

**Labour Relations:**

See Industrial Relations.

**Labour Representation:**

*Canada*

views expressed in IRB, 235.

**Labour Standards:**

See also General Agreement on Tariffs and Trade.

*Laws and Regulations*

*Canada*

Labour Legislation of the Past Decade—II—Part 1—Labour Standards, 27.

*Provincial Labour Standards*—December 1960—publication of federal Department of Labour, 480.

*United States*

Fair Labor Standards Act: amendment, 698.

**Labour Statistics:**

"Current Labour Statistics" (monthly feature).

**Labour Studies:**

See International Institute for Labour Studies.

**Labour Surplus:**

See Surplus Labour Areas.

**Labour Unions:**

See also Labour Movement.

*Norway*

national conference of women trade unionists, 1261.

*Ontario*

Women's Conference of the Ontario Federation of Labour, 1261.

**Labour Unions:—Cont.**

*Sweden*

*The Trade Union Situation in Sweden*—report of ILO mission, 1265.

women in trade unions, 1029.

*U.S.S.R.*

*The Trade Union Situation in the U.S.S.R.*—report of ILO mission, 39.

*United Kingdom*

British unions report on effects of automation in offices, 670.

*The Trade Union Situation in the United Kingdom*—report of ILO mission, 1031.

*United States*

*The Trade Union Situation in the United States*—report of ILO mission, 38.

*Venezuela*

President of Confederation of Labour visits Ottawa, 634.

*Constitution and by-laws*

*Legal Decisions*

B.C. Court of Appeal allows the appeal from the decision of the trial court that quashed 17 certification orders, 685.

B.C. Court of Appeal dissolves injunction restraining employer from discharging employees under closed shop agreement, 268.

B.C. Court of Appeal rules *certiorari* to quash Board decision should not be granted when applicant has committed fraud, 267.

B.C. Supreme Court finds union, three officers and 16 members jointly liable for damages suffered by company as result of illegal strike, 1042.

B.C. Court of Appeal quashes decision of Labour Relations Board on the ground of denial of substantial justice, 1152.

B.C. Court of Appeal rules Workmen's Compensation Board decision made within its jurisdiction is not reviewable, 474.

B.C. Supreme Court quashes 17 certification orders applicable to areas where employers not at that time operating, 375.

B.C. Supreme Court rules court cannot interfere with decision arrived at in accordance with union constitution, 686.

B.C. Supreme Court rules union is legal entity, awards damages against it and two officers for preventing member from obtaining employment, 570.

B.C. Supreme Court rules picketing may be restrained when strike illegal and obstruction occurs; upholds injunction, 376.

B.C. Supreme Court rules that if picketing is to persuade it can be enjoined in the absence of a strike, 821.

**Labour Unions:—Cont.****Constitution and by-laws****Legal decisions—Cont.**

Man. Court of Appeal upholds ruling that buyer of bankrupt business not bound by an existing collective agreement, 477.

Man. Court of Queen's Bench rules that Labour Relations Act makes a union a legal entity that is liable for damages, 818.

Man. Court of Queen's Bench holds purchaser of assets of bankrupt business not bound by the existing collective agreement, 158.

Man. Court of Queen's Bench denies jurisdiction of Labour Relations Board to conduct representation vote on decertification, 56.

N.B. Supreme Court (Appeal Division) quashes arbitration award because arbitrators did not take oath prescribed by Arbitration Act, 689.

N.B. Supreme Court quashes certification order because there were no employees in bargaining unit when order made, 269.

Nfld. Supreme Court remits arbitration award to arbitrators for reconsideration as it altered terms of agreement, 1154.

Ont. Court of Appeal quashes an arbitration award and upholds a company's right to retire employees at age 65, 687.

Ont. Court of Appeal upholds ruling that arbitration board has the power to award damages for breach of agreement, 1276.

Ont. High Court rules court in *certiorari* proceedings cannot review Board decision made on basis of credibility, 59.

Ont. High Court makes distinction between "interlocutory" and "interim" injunction under Ontario Judicature Act, 688.

Ont. High Court rules truck carrier engaged in interconnecting undertaking within scope of federal jurisdiction, 159.

Ont. High Court rules that arbitration board has the power to assess damages for breach of collective agreement, 379.

Que. Superior Court upholds constitutional validity of the 1960 amendments to the Quebec Labour Relations Act, 1155.

Sask. Court of Appeal rules that members of Labour Relations Board, once appointed, cease to represent special group, 58.

Supreme Court of Canada rules that New Brunswick Labour Relations Board has no jurisdiction over persons resident outside province, 265.

Supreme Court of Canada rules owner of coin-operated laundry open on Sunday guilty of contravening Lord's Day Act, 1272.

Supreme Court of Canada rules that peaceful picketing directed at causing a strike in violation of Labour Relations Act is an actionable conspiracy, 939.

**Labour Unions:—Conc.****Constitution and by-laws****Legal decisions—Conc.**

Supreme Court of Canada rules that a trade union does not have the power to order or enforce boycott of third party, 1274.

Toronto Magistrate's Court upholds the right of an employer to discharge from employment workers on strike legally called, 1277.

**Co-operation and federation***British Columbia*

B.C. Government Employees' Association approves disaffiliation with B.C. Federation of Labour, 16.

**Factionalism***United Kingdom*

recommendation by TUC General Council for expulsion of ETU, passed, 1116.

**Laws and Regulations***Canada*

Labour Legislation of the Past Decade—VIII—Part 7—Labour Relations and Trade Union Legislation, 769.

Labour Legislation of the Past Decade—IX—Part 7—Labour Relations and Trade Union Legislation, 893; Trade Unions: Definition and Legal Status, 899.

*Prince Edward Island*

Trade Union Act: amendments, 1231.

*Saskatchewan*

Trade Union Act: amendments, 1231.

**Membership***Canada*

industrial and geographic distribution of union membership in Canada (1960), 342.

ILGWU study cites rise in Canada's union membership, 569.

statistics, 1211.

*United States*

as percentage of total labour forces, membership in 1960 drops, 1211.

**Salaries**

salaries of union leaders in Canada and the United States, 875.

**Labourers Protective Union:***Buntain Bell and Company Limited*

dispute: C.O. appointed, 921.

*J. A. Gormley (Stevedoring Service)*

dispute: C.O. appointed, 921.

*Island Fertilizers Inc.*

dispute with No. 9568: settlement, 45.

*Horace B. Willis Limited*

dispute: C.O. appointed, 921.



**Lakehead Terminal Elevators Association (Fort William and Port Arthur):**

**BRSC**

dispute with Local 650: C.O. appointed, 568; settlement, 674.

**Laundries**

**Legal Decisions**

*Canada*

Supreme Court of Canada rules owner of coin-operated laundry open on Sunday guilty of contravening Lord's Day Act, 1272.

**Laval University:**

**Industrial Relations Branch**

annual industrial relations conference, 16th, 552.

**Legal Decisions:**

See Labour Unions—Constitution and By-laws—Legal Decisions.

**Libraries:**

See Department of Labour—Library.

**Lifting Devices:**

See Elevators; Ski Tows.

**Lifts:**

See Elevators; Ski Tows.

**Logging:**

See Lumber and Wood Products Industry.

**Lord's Day Act:**

See Sunday Observance.

**Lumber and Wood Products Industry:**

*Newfoundland*

re Royal Commission of Enquiry on the Logging Industry, 1236.

**Laws and Regulations**

*Newfoundland*

Logging Camps Act: amendments, 1236: regulations, 270, 573, 697.

## M

**M & P Transport Limited:**

**Association of Employees of  
M & P Transport**

certification application on behalf of a unit of drivers and dockmen: received, 568; granted, 794.

**MacCosham Van Lines Limited:**

**IBT**

certification application by Local 938 on behalf of a unit of employees: received, 796; granted, 913.

**MacGregor The Mover Limited:**

**IBT**

certification application by Local 91 on behalf of a unit of employees: received, 1269.

**J. C. Malone and Company (1959) Limited:**

**ILA**

dispute with Local 1846; C.O. appointed, 1040; settlement, 1271.

**Manitoba Federation of Labour:**

convention, 7th, 1248.

**Manitoba Pool Elevators:**

**BRSC**

certification application on behalf of a unit of electricians in grain elevator at Port Arthur: received, 154; withdrawn, 471.

**Manpower Utilization:**

See also Department of Labour—Economics and Research Branch.

*Canada*

Employment Review: monthly summary of employment and unemployment regional summaries; Current Labour Statistics: Collective Bargaining Review (monthly feature).

6th meeting, Advisory Committee on Professional Manpower, 19.

seven surplus manpower areas qualify for accelerated depreciation, 542.

*United States*

employment and unemployment show increase in June, 752.

**Manufacturing Industries:**

*Canada*

shift work and shift differentials in manufacturing industries, 877.

working conditions in manufacturing (1960), 348—plant workers, 349; office workers, 350.

**Marchand, Jean:**

See Confederation of National Trade Unions.

**Marconi Salaried Employees Association:**

*Canadian Marconi Company*

certification application on behalf of a unit of employees at CFCF-TV, Montreal: received, 796; rejected, 1036; reasons for judgment, 1038; representation vote, 1147; rejected, 1148; request for special leave (Rule 8) denied, 1148.

certification application on behalf of a unit of performers and staff announcers employed at CFCF-TV, Montreal: granted, 1147; request for special leave (Rule 8) denied, 1149.

certification application on behalf of a unit of employees (Special Services Division, Field Service Group): received, 470; granted, 794.

**Marine Engineers Beneficial Association of Canada:**

***The Algoma Central and Hudson Bay Railway Company***

certification application on behalf of a unit of marine engineers: received, 1150.

***Dominion Steel and Coal Corporation Limited***

certification application on behalf of a unit of marine engineers (Dominion Shipping Division) Montreal: received, 1149.

***Hall Corporation of Canada***

certification application on behalf of a unit of marine engineers: received, 1149.

***National Sand and Material Company***

certification application on behalf of a unit of marine engineers: received, 1150.

***N. M. Paterson and Sons Limited***

certification application on behalf of a unit of marine engineers: received, 1149.

***K. A. Powell (Canada) Limited***

certification application on behalf of a unit of marine engineers: received, 1150.

***Scott Misener Steamships Limited***

certification application on behalf of a unit of marine engineers: received, 1150.

**Maritime Airline Pilots Association:**

***Maritime Central Airways Limited***

certification application on behalf of a unit of stewardesses, despatchers, ticket agents and general duty employees (cooks): granted, 43.

**Maritime Central Airways Limited:**

***MALPA***

certification application on behalf of a unit of stewardesses, despatchers, ticket agents and general duty employees (cooks): granted, 43.

**Married Women:**

***United Kingdom***

*Woman, Wife and Worker*, a report on survey of married women workers at Peek Frean biscuit factory, 363.

**McAllister Towing Limited:**

***SIU***

dispute: (employees, Sincennes-McNaughton Division): settlement, 46.

**McCabe Grain Company Limited:**

***IBT***

dispute with Local 514: C.B. appointed, 472; C.B. fully constituted, 473.

**McGill University:**

***Industrial Relations Centre***

conference, 647.

**McLean Kennedy, Limited (represented by the Shipping Federation of Canada, Inc.):**

***ILA***

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

**Medical Services:**

***Ontario***

views expressed by OFL, 451.

**Middup Moving and Storage Limited:**

***IBT***

certification application by Local 519 on behalf of a unit of employees: received, 673; granted, 795.

**Midland Railway of Manitoba:**

***Associated Non-operating Unions (negotiating committee)***

dispute: settlement, 675.

**Migration:**

See Immigration—Emigration.

**Minimum Wages:**

***Laws and Regulations***

***Alberta***

Labour Act: new orders, 691.

***British Columbia***

Male Minimum Wage Act: regulations, 572.

***Prince Edward Island***

Women's Minimum Wage Act: order, 1279.

***Quebec***

Minimum Wage Act: amendments, 483; regulations, 575, 1046.

***United States***

Fair Labor Standards Act: amendment, 700.

**Mining:**

***Laws and Regulations***

***Manitoba***

Mines Act: amendment, 163.

***Newfoundland***

Regulation of Mines Act: amendments, 271, 383, 1237.

**Moloughney's Van and Storage Limited:**

***IBT***

certification application on behalf of a unit of employees: representation vote, 255; rejected, 368.

**Montreal and St. John Stevedoring Company Limited (represented by the Shipping Federation of Canada, Inc.):**

***ILA***

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

**Montreal Harbour Police Brotherhood:**

***National Harbours Board (Montreal)***

certification application on behalf of a unit of harbour and bridge security officers: representation vote, 153.

**Motor Transport Industrial Relations Bureau (certain member companies in Quebec):**

***IBT***

dispute with Local 106: C.O. appointed, 1271.

**Motor Transport Industrial Relations Bureau (representing certain companies within Federal jurisdiction):**

***IBT***

dispute with Local 880: C.O. appointed, 921; C.B. appointed, 1151; C.B. fully constituted, 1151.

**Motor Transportation:**

See also Transportation.

***Laws and Regulations***

***Prince Edward Island***

Motor Carrier Act: regulations, 698

**N**

**National Association of Broadcast Employees and Technicians:**

***Baton Aldred Rogers Broadcasting Limited***

certification application on behalf of a unit of employees (CFTO-TV): received, 256; granted, 566.

***Canadian Broadcasting Corporation***

dispute: C.O. appointed, 369; settlement, 472.

***Canadian Marconi Company Limited***

certification application on behalf of a unit of employees at CFCF-TV, Montreal: rejected, 1036; reasons for judgment, 1038.

certification application on behalf of a unit of employees at CFCF-TV, Montreal: received, 1037; representation vote, 1147; rejected, 1148; request for special leave (Rule 8) denied, 1149.

***Channel Seven Television Limited***

certification application on behalf of a unit of employees at Station CJAY-TV, Winnipeg: received, 672; granted, 794.

***Kitchener-Waterloo Broadcasting Company Limited***

***(Radio Station CKCR)***

dispute: settlement, 45.

***Radio Station CHVC***

dispute: C.B. fully constituted, 45; C.B. report, 370, 371; lapsed, 1175.

**National Association of Broadcast Employees and Technicians:—Conc.**

***Radio Station CJMS Limited (Montreal)***

dispute: C.B. appointed, 369; C.B. fully constituted, 472-73; strike after board procedure, 1041; settlement after strike after board procedure, 1271.

***Radio Station CKVL Limited***

certification application on behalf of a unit of employees: representation vote, 1036; rejected, 1148.

***Three Rivers Radio Inc.***

dispute: (Station CHLN): C.B. appointed, 257; C.B. fully constituted, 370; settlement, 473.

***Vantel Broadcasting Company Limited***

certification application on behalf of a unit of technicians: received, 470; granted, 794.

**National Association of Marine Engineers of Canada, Inc.:**

***Abitibi Power and Paper Company Limited***

certification application on behalf of a unit of marine engineers: granted, 469.

***Algoma Central and Hudson Bay Railway Company***

certification application on behalf of a unit of marine engineers: representation vote, 470; rejected, 915; reasons for judgment, 916.

***Commercial Cable Company***

certification application on behalf of a unit of marine engineers: representation vote, 470; granted, 672.

***Dominion Steel and Coal Corporation Limited***

certification application on behalf of a unit of marine engineers: representation vote, 470; rejected, 915; reasons for judgment, 916.

***Hall Corporation of Canada***

certification application on behalf of a unit of marine engineers: representation vote, 469; rejected, 915; reasons for judgment, 916.

***La Verendrye Line, Limited***

certification application on behalf of a unit of engineers: granted, 469.

***National Harbours Board***

certification application on behalf of a unit of marine engineers aboard tugs, *Glenkeen* and *Sir Hugh Allan* in Montreal Harbour: representation vote, 913; granted, 1035.

***National Sand and Material Company Limited***

certification application on behalf of a unit of marine engineers: representation vote, 470; rejected, 915; reasons for judgment, 916.



**National Association of Marine Engineers of Canada, Inc.—Conc.**

***N. M. Paterson and Sons, Limited***

certification application on behalf of a unit of marine engineers: representation vote, 469; rejected, 914; reasons for judgment, 916.

***Redwood Enterprises Limited***

certification application on behalf of a unit of deck officers: granted, 1035; rejected, 1036.

***Scott Misener Steamships Limited***

certification application on behalf of a unit of marine engineers: representation vote, 469; rejected, 914; reasons for judgment, 916.

***Shell Canadian Tankers Limited***

dispute: (M. V. *Western Shell* and M. V. *Tyee Shell*): C.O. appointed, 472; settlement, 674.

***Upper Lakes Shipping Limited***

certification application on behalf of a unit of marine engineers: representation vote, 469; rejected, 914; reasons for judgment, 916.

***Winona Steamship Company Limited***

certification application on behalf of a unit of deck officers and marine engineers: rejected, 1036.

**National Council of Canadian Labour:**

***Ottawa Pre-Mixed Concrete Limited***

certification application on behalf of a unit of employees: rejected, 43.

**National Employment Service:**

Director's address at meeting of University Counselling and Placement Association, 656.

***Statistics***

"Labour Statistics: D-National Employment Service Statistics" (monthly feature).

**National Harbour Board Police Brotherhood:**

***National Harbours Board (Montreal)***

certification application on behalf of a unit of harbour and bridge security officers: representation vote, 153; granted, 255; rejected, 255.

**National Harbours Board:**

***NAME***

certification application on behalf of a unit of marine engineers aboard tugs, *Glenkeen* and *Sir Hugh Allan* in Montreal Harbour: representation vote, 913; granted, 1035.

***SIU***

certification application on behalf of a unit of marine engineers aboard tugs *Glenkeen* and *Sir Hugh Allan* in Montreal Harbour: received, 673; representation vote, 913; granted, 1035.

dispute: (employees, Fleet Department, Montreal Harbour): settlement, 46.

**National Harbours Board (Churchill Harbour):**

***CSAC***

dispute: C.O. appointed, 1270; settlement, 1271.

**National Harbours Board (Montreal):**

***MHPB***

certification application on behalf of a unit of harbour and bridge security officers: representation vote, 153.

***NHBPB***

certification application on behalf of a unit of harbour and bridge security officers: representation vote, 153; granted, 255; rejected, 255.

**National Harbours Board (Port of Vancouver):**

***VHEA***

certification application on behalf of a unit of security guards: received, 796; granted, 913.

**National Harbours Board (Quebec):**

***CSAC***

certification application on behalf of a unit of harbour police: received, 1150.

**National Product:**

***Canada***

gross national product for first quarter of 1961, 684.

gross national product in 1960, 16, 437.

**National Productivity Council:**

composition and membership, 214.

meeting, 1002.

views expressed by CNTU, 231.

views expressed by IRB, 234.

**National Sand and Material Company Limited:**

***CMSG***

certification application on behalf of a unit of deck officers: received, 43; representation vote, 469; granted, 913; rejected, 915.

***MEBAC***

certification application on behalf of a unit of marine engineers: received, 1150.

***NAME***

certification application on behalf of a unit of marine engineers: representation vote, 470; rejected, 915; reasons for judgment, 916.

***SIU***

certification application on behalf of a unit of deck officers: received, 45; representation vote, 469; granted, 913; rejected, 915.

certification application on behalf of a unit of marine officers: received, 45; representation vote, 470; rejected, 915; reasons for judgment, 916.

**National Syndicate of Longshoremen of Ha!  
Ha! Bay:**

*Saguenay Terminals Limited*  
dispute: C.O. appointed, 257.

**National Syndicate of Maritime Workers of  
Lake Saint John:**

*Price Bros. and Company Limited*  
certification application on behalf of a unit of  
employees: withdrawn, 674.

**National Syndicate of Salaried Employees of  
Saguenay Terminals Limited:**

*Saguenay Terminals Limited*  
dispute: C.O. appointed, 257.

**National Technical and Vocational Training  
Advisory Council:**

meeting, 1st, 550; 2nd, 1212.

**Natural Gas:**

*See* Gas, Natural.

**New Brunswick Federation of Labour:**  
convention, 5th, 1254.

**New Year's Day:**

New Year message of Hon. Michael Starr,  
Minister of Labour, 1194.  
New Year messages from labour leaders, 1195.

**Newfoundland Federation of Labour:**  
convention, 1256.

**Wm. C. Norris Limited:**

*IBT*

certification application by Local 106 on behalf  
of a unit of employees: received, 154;  
granted, 255.

**North America Van Lines (Atlantic) Limited:**  
*IBT*

certification application by Local 927 on behalf  
of a unit of drivers, packers, craters and  
helpers: received, 915; granted, 1147.

**Northern Cleaning Agencies, Inc.:**

*Building Service Employees International  
Union*  
dispute with Local 298: C.O. appointed, 369.

**Northern Wings Limited:**

*IAM*

dispute: settlement, 45.

**Northland Navigation Company Limited:**

*SIU*

dispute: C.B. appointed, 472; C.B. fully con-  
stituted, 569; C.B. report, 798, 799; settle-  
ment, 1041.

**Northland Shipping Company Limited:**

*SIU*

certification application on behalf of a unit of  
unlicensed personnel: received, 154; with-  
drawn, 256.

**Northland Utilities Limited:**

*IUEW*

certification application by Local 424: received,  
45; withdrawn, 674.

**Northland Utilities (B.C.) Limited:**

*IUEW*

certification application by Local 424: received,  
45; withdrawn, 674.

**Northwest Shipping Company Limited:**

*CBRT*

certification application on behalf of a unit of  
unlicensed personnel: received, 672; granted,  
794.

**Nova Scotia Federation of Labour:**

convention, 1252.

**O**

**Obituaries:**

Cocks, William, Saskatchewan labour leader,  
635.

**Occupational Health Hazards:**

*See* Health, Public.

**Office Buildings:**

*See* Factories.

**Office Employees' International Union:**

*Consolidated Freightways*

dispute with Local 15: C.O. appointed, 155;  
settlement, 257.

**Office Workers:**

*See* Manufacturing.

**Ogilvie Flour Mills Company Limited:**

*UPWA*

dispute with Local 520: C.O. appointed, 921;  
settlement, 1150.

**Oil:**

*Laws and Regulations*

*Canada*

Labour Legislation of the Past Decade—In-  
dustrial Safety and Health, 460.

Public Lands Grants Act: regulations, 943.

Territorial Lands Act: regulations, 943.

*Ontario*

Energy Act: amendments, 1279; regulations,  
272, 697.

# **Oil, Chemical and Atomic Workers' International Union:**

## ***Polymer Corporation Limited***

dispute with Local 16-14 and Plant Unit (technicians): C.O. appointed, 797; C.B. appointed, 1151; C.B. fully constituted, 1151.

# **Old Age Assistance:**

## ***Canada***

statistics, 110, 438, 752, 1139.

# **Older Workers:**

## ***Australia***

employment of older workers, 562.

## ***Canada***

analysis of replies to letter on hiring and retention of older workers, sent to employers by Hon. Michael Starr, Minister of Labour, 1260.

Department of Labour broadcasts on older worker problem, 826, 964, 1028, 1141.

employment adequacy of older persons, 34.

first conference on Employment and Retirement of Older Workers, 664.

study on problem of retirement of executives on basis of capability rather than chronological age, 779.

## ***United Kingdom***

*The Older Worker and His Job*, a review of research on aging, 362.

## ***United States***

gradual retirement plans tried by companies, unions, government, 875.

White House Conference on Aging, 147, 465.

# **Ontario Federation of Labour:**

brief submitted to provincial Government, 449.

special brief on unemployment submitted to provincial cabinet, 451.

Study Conference on Unemployment, 455.

Women's Conference, 1261.

# **Ontario Northland Railway:**

## ***Associated Non-operating Unions***

### ***(negotiating committee)***

dispute: settlement, 675.

# **Operating Engineers:**

*See* Engineers.

# **Order of Railroad Telegraphers:**

## ***Canada***

Board of Adjustment established for disposition of disputes between Canadian Pacific Air Lines, Limited, and union, 76.

## ***United States***

collective agreement limiting number of jobs railroad may abolish signed between railway and ORT, 1210.

# **Ottawa Pre-Mixed Concrete Limited:**

## ***IBT***

certification application on behalf of a unit of employees: rejected, 43.

## ***NCCL***

certification application on behalf of a unit of employees: rejected, 43.

# **Ottawa Atomic Workers Union:**

## ***Atomic Energy of Canada Limited***

dispute with Local No. 1541 (employees, Commercial Products Division, Ottawa): C.O. appointed, 569; settlement, 674.

# **Overnite Express Limited:**

## ***Association of Employees of Overnite Express Limited***

certification application on behalf of a unit of employees working in and out of Montreal, St. Jerome and Hull, Que., and Toronto, Ont.: withdrawn, 1037.

## ***IBT***

certification application by Locals 106 and 938 on behalf of a unit of employees working in and out of Montreal, St. Jerome and Hull, Que., and Toronto, Ont.: received, 796; withdrawn, 1037.

# **Overseas Transport Company Limited:**

## ***ILWU***

certification application on behalf of a unit of unlicensed employees: received, 1037; withdrawn, 1150.

# **P**

# **Pacific Elevators Limited:**

## ***UBW***

dispute with Local 333: settlement, 46.

# **Pacific Stevedoring and Contracting Company Limited:**

## ***ILWU***

dispute with Local 505: C.O. appointed, 1040; settlement, 1271.

# **Pacific Tanker Company Limited:**

## ***SIU***

dispute: C.O. appointed, 45; settlement, 1040.

# **Pacific Western Airlines Limited:**

## ***IAM***

dispute: C.O. appointed, 155; settlement, 369.

# **N. M. Paterson and Sons Limited:**

## ***MEBAC***

certification application on behalf of a unit of marine engineers: received, 1149.



**N. M. Paterson and Sons Limited:—Conc.**

**NAME**

certification application on behalf of a unit of marine engineers: representation vote, 469; rejected, 914; reasons for judgment, 916.

**SIU**

certification application on behalf of a unit of marine engineers: received, 44; representation vote, 469; rejected, 914; reasons for judgment, 916.

**Pensions:**

**Canada**

cost of federal social welfare—address by Dr. R. M. Clarke, UBC, to 14th annual conference of Canadian Tax Foundation, 23.

**Laws and Regulations**

**Ontario**

portable pensions—draft bill prepared by Ontario Committee on Portable Pensions, 1018.

**Saskatchewan**

Employee Pension Plans Registration and Disclosure Act: regulations, 1281.

**Petroleum:**

**Laws and Regulations**

**British Columbia**

Petroleum and Natural Gas Act: regulations, 1156.

**Picketing:**

**Legal Decisions:**

B.C. Supreme Court rules picketing may be restrained when strike illegal and obstruction occurs; upholds injunction, 376.

B.C. Supreme Court rules that if picketing is to persuade it can be enjoined in the absence of a strike, 821.

Supreme Court of Canada rules that peaceful picketing directed at causing a strike in violation of Labour Relations Act is an actionable conspiracy, 939.

**Pipe Lines:**

**Laws and Regulations**

**Canada**

Labour Legislation of the Past Decade—Industrial Safety and Health, 464.

**Pittston Stevedoring Corporation of Canada:**

**ILA**

dispute with Local 1654: (Hamilton operations): C.O. appointed, 257; C.B. appointed, 472; C.B. fully constituted, 473; C.B. report, 798, 803; strike action after Board procedure, 922; settlement, 1041.

**Pittston Stevedoring Corporation of Canada:—Conc.**

dispute with Local 1869 and Local 1842: C.O. appointed, 257; C.B. appointed, 369; C.B. fully constituted, 473; C.B. report, 798, 809; strike action after Board procedure, 922; settlement, 1041.

**Placements:**

**Canada**

NES counselling and placement in the 1960's, 656.

**Plant Workers:**

See Manufacturing.

**Political Action:**

**Quebec**

views expressed by QFL, 448.

**Polymer Corporation Limited:**

**OCAAWIU**

dispute with Local 16-14 and Plant Unit (technicians): C.O. appointed, 797; C.B. appointed, 1151; C.B. fully constituted, 1151.

**"Portable" Pensions:**

See Pensions.

**Porter Shipping Limited:**

**SIU**

certification application on behalf of a unit of marine engineers: received, 1149.

certification application on behalf of a unit of unlicensed personnel: received, 1149.

**K. A. Powell (Canada) Limited:**

**MEBAC**

certification application on behalf of a unit of marine engineers: received, 1150.

**Pressure Vessels:**

See Boilers.

**Price Bros. and Company Limited:**

**NSMW**

certification application on behalf of a unit of employees: withdrawn, 674.

**Prices:**

**Canada**

change in price of LABOUR GAZETTE, official publication of federal Department of Labour, 1139.

consumer price index revised, 398.

"Prices and the Cost of Living" (monthly feature).

**Statistics**

"Labour Statistics: F-Prices" (monthly feature).

**Printing Trades:***Canada*

monograph No. 9 issued by Department of Labour, 334.

**Private Employment Agencies:**

*See* Employment Agencies.

**Productivity:**

*See also* National Productivity Council.

*Canada*

program of Special Capital Cost Allowances for production of new products, 881.

**Professional Association of Industrialists:**

convention, 16th, 135.

**Professional Manpower:**

*See* Manpower Utilization.

**Public Health:**

*See* Health:

**Publications:**

*See* Department of Labour—Library.

**Q****Quebec Central Railway Company:***BLFE*

dispute: C.O. appointed, 797; C.B. appointed, 921; C.B. fully constituted, 1040.

**Quebec Central Transportation Company:***CBRT*

dispute: C.O. appointed, 155; settlement, 257.

**Quebec Federation of Labour:**

annual convention, 5th, 130.  
brief submitted to provincial Government, 447.

**Quebec North Shore and Labrador Railway Company:***BMWE*

request for review of decision under Section 61 (2) of Act, 796; granted, 1037.

*IAM*

certification application on behalf of a unit of employees in the Catering Department: received, 1269.

certification application on behalf of a unit of employees in Freight Department: received, 256; granted, 566.

*SIU*

dispute: lapsed, 675.

**Quebec Paper Sales and Transportation Company Limited:***SIU*

dispute: C.O. appointed, 797; C.B. appointed, 1040; C.B. fully constituted, 1151.

**Quebecair Inc.:***CALPA*

dispute: C.B. report, 257, 258; lapsed, 1175.

**R****Radiation:**

ILO and Euratom sign agreement on protection against radiation, 151.

*Laws and Regulations**Canada*

Atomic Energy Control Act—Radiation Warning Symbol Order, 481.

*Saskatchewan*

Radiological Health Act: regulations, 1233.

**Radio and Television Employees Union (CKVL)—(CNTU):***Radio Station CKVL Limited*

certification application on behalf of a unit of employees: received, 915; representation vote, 1036; rejected, 1148.

**Radio Broadcasting:**

*See* Older Workers.

**Radio Station CHVC:***NABET*

dispute: C.B. fully constituted, 45; C.B. report, 370, 371; lapsed, 1175.

**Radio Station CJMS Limited (Montreal):***NABET*

dispute: C.B. appointed, 369; C.B. fully constituted, 472-73; strike after Board procedure, 1041; settlement after strike after Board procedure, 1271.

**Radio Station CKVL Limited:***NABET*

certification application on behalf of a unit of employees: representation vote, 1036; rejected, 1148.

*RTEU (CKVL)-(CNTU)*

certification application on behalf of a unit of employees: received, 915; representation vote, 1036.

**Radioactive Substances:***Laws and Regulations**Canada*

Labour Legislation of the Past Decade—Industrial Safety and Health—Occupational Health Hazards, 464.

**Railways:**

*See also* International Railway Brotherhoods.

*Canada*

CLC on enactment of Railway Operation Continuation Act, 226.

*United States*

collective agreement limiting number of jobs railroad may abolish . . . signed between railway and ORT, 1210.

15-man presidential commission to study railroad work-rule dispute, 53.

*Laws and Regulations*

*Canada*

Railway Continuation Act: regulations, 1225.

**Redevelopment:**

*Laws and Regulations*

*United States*

Area Redevelopment Act, 658.

**Redwood Enterprises Limited:**

*CMSG*

certification application on behalf of a unit of deck officers: received, 796; representation vote, 913; granted, 1035; rejected, 1036.

*NAME*

certification application on behalf of a unit of deck officers: granted, 1035; rejected, 1036.

*SIU*

certification application on behalf of a unit of deck officers: representation vote, 913; received, 915; granted, 1035; rejected, 1036.

**Registration:**

*Laws and Regulations*

*Saskatchewan*

Employee Pension Plans Registration and Disclosure Act: regulations, 1281.

**Rehabilitation:**

*See also* Vocational Rehabilitation.

investment in training and education urgently needed for world peace—address of David A. Morse, Director, to international congress marking 80th anniversary of the Organization for Rehabilitation through Training, 37.

**Retirement:**

*United States*

gradual retirement plans tried by companies, unions, government, 875.

**Retraining:**

*See* Training.

**Rio Algom Mines Limited:**

*USWA*

dispute with Local 5980 (office and technical employees): C.O. appointed, 568; settlement, 674.

**Robin Hood Flour Mills Limited:**

*UPWA*

dispute with Local 201: C.O. appointed, 155; settlement, 369.

dispute with Local 342: C.O. appointed, 155; settlement, 369.

dispute with Local 416: C.O. appointed, 1270.

**Rowe's Freight and Marine Services Limited:**

*CBRT*

certification application on behalf of a unit of longshoremen: received, 1037; granted, 1147.

**Royal Commission of Enquiry on the Logging Industry:**

reference, 1236.

**Royal Commission on Industrial Safety (Ontario):**

report, 1238.

**S**

**Sabre Freight Lines Limited:**

*IBT*

dispute with Local 605: C.O. appointed, 1150.

**Safety, Industrial:**

*Ontario*

recommendations of Royal Commission on Industrial Health, 1238.

*Laws and Regulations*

*Alberta*

Electrical Protection Act: amendment, 60.

Factories Act: regulations, 60.

*Canada*

Labour Legislation of the Past Decade—Industrial Safety and Health, 242, 357, 460. legislation in 1961, 1232.

*Newfoundland*

Regulation of Mines Act: amendments, 271, 383.

*Saskatchewan*

passenger and Freight Elevator Act: regulations, 60.

*United States*

Walsh-Healey Public Contracts Act: regulations, 483.



**Saguenay Terminals Limited:*****National Syndicate of Longshoremens of Ha! Ha! Bay***

dispute: C.O. appointed, 257; settlement, 797.

***National Syndicate of Salaried Employees of Saguenay Terminals Limited***

dispute: C.O. appointed, 257; settlement, 797.

**St. John's (Iberville) Transport Company Limited:*****IBT***

certification application by Locals 106 and 938 on behalf of a unit of employees employed at Iberville, Que. and Toronto, Ont.: received, 369, 568; withdrawn, 568; granted, 794.

**St. Lawrence Seaway Authority:*****CBRT***

dispute: C.O. appointed, 257; settlement, 472.

**Salaries:*****Canada***

engineering and scientific salaries in 1961: preliminary survey, 662.

**Sannie Transportation Company Limited:*****SIU***

certification application on behalf of a unit of unlicensed personnel: received, 153; withdrawn, 256.

**Saskatchewan Association of Civil Servants:**

Association withdraws from membership in Federation of Labour because of dispute with NUPSE, 1251.

**Saskatchewan Federation of Labour:**

Association of Civil Servants withdraws from membership in Federation of Labour because of dispute with NUPSE, 1251.  
convention, 6th, 1250.

**Saskatchewan Wheat Pool:*****BRSC***

certification application on behalf of a unit of electricians in terminal elevator division at Fort William and Port Arthur: received, 155; withdrawn, 471.

***UBW***

dispute with Local 333: settlement, 46.

**Schollie, George P.:**

See International Association of Machinists.

**School Laws and Regulations:*****Canada***

legislation of the past decade, 27.

***Ontario***

Schools Administration Act: amendment, 1099.

***Quebec***

Education Act: amendment, 1099.

**Scientific Employees:**

See Professional Employees.

**Scientists:*****Canada***

engineering and scientific salaries in 1961: preliminary survey, 662.

Engineering and Scientific Manpower Resources in Canada: Their Employment, Earnings and Salary Rates, 1960-61, 1211.

**D. S. Scott Transport:*****IBT***

dispute with Local 605 on behalf of a unit of employees at Vancouver Terminal: lapsed, 675.

**Scott Misener Steamships Limited:*****MEBAC***

certification application on behalf of a unit of marine engineers: received, 1150.

***NAME***

certification application on behalf of a unit of marine engineers: representation vote, 469; reasons for judgment, 916.

***SIU***

certification application on behalf of a unit of marine engineers: received, 44; representation vote, 469; rejected, 914; reasons for judgment, 916.

**Seaboard and Western Airlines Incorporated:*****IAM***

certification application on behalf of a unit of aircraft maintenance and fleet service employees: received, 368; withdrawn, 471.

**Seafarers' International Union of North America:*****Abitibi Power and Paper Company Limited***

certification application on behalf of a unit of marine engineers: received, 154; granted, 469.

***Alaska Cruise Lines Limited***

dispute: C.O. appointed, 369; settlement, 472

***Algoma Central and Hudson Bay Railway Company***

certification application on behalf of a unit of marine engineers: received, 45; representation vote, 470; rejected, 915; reasons for judgment, 916.

***Beaver Dredging Company Limited***

dispute: C.O. appointed, 568; settlement, 674.

***Cadwell Marine Limited***

dispute: settlement, 257.

**Seafarers' International Union of North America:—Cont.**

***Canadian National Steamships Company Limited (Pacific Coast Service)***

dispute: C.O. appointed, 1270.

***Canadian Pacific Railway Company***

dispute: certain employees on SS *Princess Helene*: C.B. report, 45, 46; settlement, 1041.

***Canuk Lines Limited***

dispute: C.O. appointed, 796.

***Commercial Cable Company***

certification application on behalf of a unit of marine engineers aboard vessels based in Canada: received, 44; representation vote, 470; granted, 672.

dispute: (SS *Cable Guardian*) (licensed engineers): C.O. appointed, 797; C.B. appointed, 1040; C.B. fully constituted, 1151.

dispute: (SS *Cable Guardian*) (unlicensed personnel): C.O. appointed, 797.

***Davie Transportation Limited***

dispute: C.O. appointed, 797; C.B. appointed, 1151; C.B. fully constituted, 1271.

***Dominion Coal Company Limited***

certification application on behalf of a unit of marine engineers: received, 154; rejected, 470.

***Dominion Steel and Coal Corporation Limited***

certification application on behalf of a unit of marine engineers: received, 44; representation vote, 470; rejected, 915; reasons for judgment, 916.

dispute: (employees, Dominion Shipping Division, Montreal): C.O. appointed, 921; C.B. appointed, 1271.

***Eagle Transportation Company Limited***

certification application on behalf of a unit of marine engineers: received, 1037.

certification application on behalf of a unit of unlicensed personnel: received, 1037.

***Federal Commerce and Navigation Company Limited***

dispute: C.O. appointed, 472; C.B. appointed, 675; C.B. fully constituted, 797.

***Foundation Maritime Limited***

certification application on behalf of a unit of unlicensed personnel employed aboard tug-boats: received, 43; rejected, 255.

***Gulf Islands Navigation Limited***

dispute: lapsed, 675.

**Seafarers' International Union of North America:—Cont.**

***Hall Corporation of Canada***

certification application on behalf of a unit of marine engineers: received, 44; representation vote, 469; rejected, 915; reasons for judgment, 916.

***Harbour Development Limited***

dispute: C.O. appointed, 568; settlement, 674.

***Holden Sand and Gravel Limited***

dispute: settlement, 155.

***Island Shipping Limited***

certification application on behalf of a unit of unlicensed personnel employed aboard *Wheat King* and the *Northern Venture*: representation vote, 1035; received, 1037; granted, 1147; rejected, 1148.

***Kingcome Navigation Company Limited***

certification application on behalf of a unit of employees: rejected, 43.

***La Verendrye Line Limited***

certification application on behalf of a unit of marine engineers: received, 44; granted, 469.

***McAllister Towing Limited***

dispute: (employees, Sincennes-McNaughton Division): settlement, 46.

***National Harbours Board***

certification application on behalf of a unit of marine engineers aboard tugs *Glenkeen* and *Sir Hugh Allan* in Montreal Harbour: received, 673; representation vote, 913; granted, 1035.

dispute: (employees, Fleet Department, Montreal Harbour): settlement, 46.

***National Sand and Material Company Limited***

certification application on behalf of a unit of deck officers: received, 45; representation vote, 469; granted, 913; rejected, 915.

certification application on behalf of a unit of marine officers: received, 45; representation vote, 470; rejected, 915; reasons for judgment, 916.

***Northland Navigation Company Limited***

dispute: C.B. appointed, 472; C.B. fully constituted, 569; C.B. report, 798, 799; settlement, 1041.

***Northland Shipping Company Limited***

certification application on behalf of a unit of unlicensed personnel: received, 154; withdrawn, 256.

**Seafarers' International Union of North America:—Conc.**

***Pacific Tanker Company Limited***

dispute: C.O. appointed, 45; settlement, 1040.

***N. M. Paterson and Sons Limited***

certification application on behalf of a unit of marine engineers: received, 44; representation vote, 469; rejected, 914; reasons for judgment, 916.

***Porter Shipping Limited***

certification application on behalf of a unit of marine engineers: received, 1149.

certification application on behalf of a unit of unlicensed personnel: received, 1149.

***Quebec North Shore and Labrador Railway Company***

dispute: lapsed, 675.

***Quebec Paper Sales and Transportation Company Limited***

dispute: C.O. appointed, 797; C.B. appointed, 1040; C.B. fully constituted, 1151.

***Redwood Enterprises Limited***

certification application on behalf of a unit of deck officers: representation vote, 913; received, 915; granted, 1035; rejected, 1036.

***Sannie Transportation Company Limited***

certification application on behalf of a unit of unlicensed personnel: received, 153; withdrawn, 256.

***Scott Misener Steamships Limited***

certification application on behalf of a unit of marine engineers: received, 44; representation vote, 469; rejected, 914; reasons for judgment, 916.

***Shell Canadian Tankers Limited***

dispute: C.O. appointed, 369; C.B. appointed, 569; C.B. fully constituted, 675; C. B. report, 798; settlement, 922.

***Guy Tombs Marine Service Limited***

dispute: C.O. appointed, 797; C.B. appointed, 1151; C.B. fully constituted, 1271.

***Upper Lakes Shipping Limited***

certification application on behalf of a unit of marine engineers: received, 44; representation vote, 469; rejected, 914; reasons for judgment, 916.

***Vancouver Barge Transportation Limited***

dispute: settlement, 369.

***Winona Steamship Company Limited***

certification application on behalf of a unit of deck officers and marine engineers on SS *Hillsdale*: representation vote, 913; received, 915; granted, 1035; rejected, 1036.

**Seasonal Unemployment:**

See Unemployment, Seasonal.

**Seaway Forwarding Agencies Limited:**

***ILA***

certification application on behalf of a unit of employees: request for review of decision, 471.

dispute with Local 1854; C.O. appointed, 257; settlement, 797.

**Shell Canadian Tankers Limited:**

***CMSG***

dispute: (employees on M. V. *Western Shell* and M. V. *Tyee Shell*): C.O. appointed, 568; settlement, 674.

***NAME***

dispute: (M. V. *Western Shell* and M. V. *Tyee Shell*): C.O. appointed, 472; settlement, 674.

***SIU***

dispute: C.O. appointed, 369; C.B. appointed, 569; C.B. fully constituted, 675; C.B. report, 798; settlement, 922.

**J. Sherman and Sons Limited:**

***IBT***

dispute with Local 880: lapsed, 675.

**Shift Systems:**

***Canada***

shift work and shift differentials in manufacturing industries, 877.

**Shipping:**

***Canada***

in CLC brief to Cabinet, Metal Trades Federation presents 5-point program to assist maritime industry, 232.

vessels carried 88 per cent of coastwise cargoes in 1959, 110.

***Laws and Regulations***

***Canada***

Canada Shipping Act—regulations, 481.

**Shipping Federation of British Columbia:**

***ILWU***

dispute with Locals 506, 507 and 510: settlement, 369.

**Shipping Federation of Canada, Inc.:**

***ILA***

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

dispute with Local 375: C.O. appointed, 472; C.B. appointed, 569; C.B. fully constituted, 675; C.B. report, 922; settlement, 922.



**Shipping Federation of Canada, Inc.:—Conc.**  
**ILA—Conc.**

dispute with Local 1552: C.O. appointed, 569; settlement, 674.  
 dispute with Local 1657: (checkers and cargo repairmen): C.O. appointed, 1151; C.B. fully constituted, 1271.

**Shops:**

*See* Factories.

**Sickness Survey:**

*See* Insurance, Health.

**Silicosis:**

***Laws and Regulations***

***Canada***

Labour Legislation of the Past Decade—Industrial Safety and Health—Occupational Health Hazards, 464, 495.

**Ski Tows:**

***Laws and Regulations***

***British Columbia***

Railway Act: regulations, 249.

***New Brunswick***

Elevators and Lifts Act: regulation, 264.

***Nova Scotia***

Elevators and Lifts Act: regulations, 249, 264.

***Ontario***

Elevators and Lifts Act: regulations, 249, 264.

**Skilled Manpower:**

*See* Training.

**Skilled Work:**

*See* Training.

**Snow, John A.:**

***IBT***

certification application by Local 419 on behalf of a unit of mail pick-up and delivery drivers: received, 43; granted, 153.

**Social Security:**

the cost of social security in 41 countries—ILO publication, 669.

***Canada***

cost of federal social welfare—address by Dr. R. M. Clarke, U.B.C., to 14th annual conference of Canadian Tax Foundation, 23.  
 views expressed by CCC, 1258.  
 views expressed by CLC, 225.

**Special Capital Cost Allowances:**

*See* Capital Cost Allowances:

**Stationary Engineers:**

*See* Engineers.

**Steel Industry:**

***Nova Scotia***

views expressed by Federation of Labour *re* Dosco steelworkers, 1252.

***United States***

summary of report on study of collective bargaining in the steel industry by the Department of Labour, 374.

**Strike Votes:**

***Canada***

study on *Government Supervised Strike Votes* by Prof. E. R. Anton, University of Alberta, under Labour Department—University Research Program, 762.

**Strikes and Lockouts:**

***Canada***

regional factors in industrial conflict—address by Prof. Stuart Jamieson to 33rd Annual Meeting of the Canadian Political Science Association, 878.

***Legal Decisions***

Supreme Court of Canada rules that peaceful picketing directed at causing a strike in violation of Labour Relations Act is an actionable conspiracy, 939.

Toronto Magistrate's Court upholds the right of an employer to discharge from employment workers on strike legally called, 1277.

***Statistics***

"Labour Statistics: G—Strikes and Lockouts" (monthly feature).

**Sunday Observance:**

***Legal Decisions***

Supreme Court of Canada rules owner of coin-operated laundry open on Sunday guilty of contravening Lord's Day Act, 1272.

**Surplus Labour Areas:**

***Canada***

seven surplus manpower areas qualify for accelerated depreciation, 542.

**Sydney and Louisburg Railway Company:**

***BRT***

certification application by Local 684 on behalf of a unit of employees: received, 1269.

**Sydney Transfer and Storage Limited:**

***CBRT***

certification application on behalf of a unit of employees: representation vote, 255; rejected, 470.

# T

## Tahsis Company Limited:

### ILWU

certification application by Local 503 on behalf of a unit of employees: rejected, 368; request for review of decision, 471; denied, 567.

### IWW

certification application by Local 1-85 on behalf of a unit of employees: rejected, 368; request for review of decision, 471; denied, 567.

## Tank Truck Transport Limited:

### IBT

certification application by Locals 880 and 938 on behalf of a unit of employees: rejected, 153.

dispute with Locals 938 and 880: lapsed, 675.

## Tariffs:

### Canada

CLC executive council proposes new role for GATT that would provide a method for meeting import competition from countries maintaining low wages and unfair labour standards, 1210.

## Taxation:

### Canada

views expressed by CCA, 353.  
views of CMA, 16.

## Technical and Vocational Training Assistance Act:

regulations, 222.

## Technical Training:

*See* Training.

## Technological Change:

*See* Automation.

## Technological Education:

### Canada

establishment of National Advisory Committee on Technological Education, 550; report of committee, 1213.

## Termination of Employment:

*See* Employment.

## Three Rivers Radio Inc.:

### NABET

dispute: (Station CHLN): C.B. appointed, 257; C.B. fully constituted, 370; settlement, 473.

## Three Rivers Shipping Company Limited:

### ILA

dispute with Local 1846: C.O. appointed, 1040; settlement, 1271.

## Tippet-Richardson (Ottawa) Limited:

### CBRT

certification application on behalf of a unit of warehouse employees and drivers: granted, 43.

dispute: C.O. appointed, 257; C.B. appointed, 369; C.B. fully constituted, 473; C.B. report, 675, 676.

## Guy Tombs Marine Service Limited:

### SIU

dispute: C.O. appointed, 797; C.B. appointed, 1151; C.B. fully constituted, 1271.

## Toronto, Hamilton and Buffalo Railway Company:

### Associated Non-operating Unions (negotiating committee)

dispute: settlement, 675.

## Trade:

### Canada

Canada's trade with other countries reached new peak in 1960, 109.

CLC executive council proposes new role for GATT that would provide a method for meeting import competition from countries maintaining low wages and unfair labour standards, 1210.

views expressed by CLC, 225.

views expressed by CNTU, 232.

## Trade Analyses:

*See* Trade Standards.

## Trade Schools:

*See* Vocational Education.

## Trade Secretariats:

*See* International Trade Secretariats.

## Trade Standards:

### Canada

trade analyses published by the Department of Labour, 702.

## Trades Union Congress (Great Britain):

economic department report agrees workers must leave declining industries for expanding ones, 1209.

meeting, 93rd, 1116.

Miss Anne Godwin elected chairman of General Council of TUC, 1120.

urges U.K. Government to ratify ILO Equal Pay Convention, 891.

**Tradesmen's Qualifications:**

*See* Apprenticeship.

**Training:**

ICFTU resolution on vocational training and guidance for girls and women, 148.  
investment in training and education urgently needed for world peace—address of David A. Morse, Director, to international congress marking 80th anniversary of the Organization for Rehabilitation through Training, 37.

**Belgium**

experiment suggests retraining works for the few, 876.

**Canada**

all provinces to observe Commonwealth Training Week, 438.

Canadian industry must close gap between the skills it has and the skills it needs—K. Hallsworth, Director of Industrial Relations, Ford Motor Company of Canada, 768.

Commonwealth Training Week, 219.

emphasis on apprenticeship training urged by CCA President Arthur G. Sullivan, 1137.

first national conference on technological training, 546.

higher allowances for unemployed undergoing training suggested by Hon. Michael Starr, Minister of Labour, 1137.

158 new training institutions—institutes of technology, trade schools and vocational high schools—get federal contribution, 1208.

program for training unemployed workers—federal-provincial Special Vocational Training Projects Agreement, 351.

Quebec enters technical and vocational training agreement, 1004.

resolution recommended by subcommittee on training of unemployed approved by National Technical and Vocational Training Advisory Council, 1212.

views expressed by CCC, 1258.

views expressed by CCA *re* vocational training, 353.

**Nova Scotia**

federal-provincial plan to expand vocational and technical training facilities in Nova Scotia announced by Federal Minister of Labour and Premier of Nova Scotia, 872.

**Quebec**

federal-provincial agreement on training of unemployed workers registered with NES under Federal-Provincial Training Program, 14.

Quebec enters technical and vocational training agreement, 1004.

**Training:—Conc.**

**United Kingdom**

how Britain plans to observe Commonwealth Technical Training Week, 332.

new apprentice training scheme organized, 873.  
shortage of skilled workers despite unemployment reports National Production Advisory Council on Industry, 712.

**United States**

retraining of unemployed workers. . .series of articles published by Bureau of Labor Statistics, 1100.

**Laws and Regulations**

**Canada**

legislation dealing with training and education to promote the training of more skilled workers, enacted in 1961, 1096.

**Transair Limited:**

**CALPA**

certification application on behalf of a unit of pilots: received, 369; granted, 672.

**IAM**

dispute: C.O. appointed, 369; settlement, 472.

**Trans-Canada Air Lines:**

**CALFAA**

dispute: C.B. appointed, 45; C.B. fully constituted, 257; C.B. report, 675, 679; settlement, 922.

**CALPA**

dispute: C.O. appointed, 1150.

**IAM**

certification application on behalf of a unit of cafeteria employees at Montreal airport: received, 153; granted, 255.

certification application on behalf of a unit of lead production planners, production planners, production forecasters and parts routes: granted, 1147; received, 1149.

certification application on behalf of a unit of planners employed at Overhaul Base at Montreal International Airport, Dorval: received, 916; withdrawn, 1150.

**TCA Sales Employees Association**

dispute: C.O. appointed, 1040.

**Trans-Canada Air Lines Sales Employees Association:**

**Trans-Canada Air Lines**

dispute: C.O. appointed, 1040.

**Transportation:**

*See also* Motor Transportation.

ILO Inland Transport Committee, 7th session, 667.



**Transportation:—Conc.***Canada*

views expressed by IRB, 235.

*Laws and Regulations**British Columbia*

Industrial Transportation Act: amendments, 1237.

*Ontario*

Highway Traffic Act: regulations, 825.

**Trench Excavation:***Laws and Regulations**Canada*

Labour Legislation of the Past Decade—Industrial Safety and Health, 464.

**U****Unemployment:**

*See also* Manpower Utilization.

*Canada*

Employment Review: monthly summary of employment and unemployment; regional summaries; Current Labour Statistics; Collective Bargaining Review (monthly feature).

James E. Coyne, Governor of the Bank of Canada, in his annual report, states "no price too great to effect cut in unemployment", 336.

federal-provincial agreement on training of unemployed workers registered with NES under Federal-Provincial Training Program, 14.

higher allowances for unemployed undergoing training suggested by Hon. Michael Starr, Minister of Labour, 1137.

meeting of labour, management and government officials discusses economic problems contributing to unemployment, 333.

program for training unemployed workers—federal-provincial Special Vocational Training Projects Agreement, 351.

resolution recommended by subcommittee on training of unemployed approved by National Technical and Vocational Training Advisory Council, 1212.

views expressed by CNTU, 231.

*Ontario*

courses designed to increase proficiency of unemployed women, 252.

special brief on unemployment submitted by OFL, to provincial cabinet, 451.

*Quebec*

views expressed by QFL, 132.

**Unemployment:—Conc.***United States*

Interstate Conference of Employment Security Agencies told prosperity will not cure local "pockets" of unemployment, 336.

retraining of unemployed workers. . . series of articles published by Bureau of Labor Statistics, 1100.

**Unemployment Insurance:***Canada*

committee to examine Unemployment Insurance Act appointed, 752.

"Twenty Years of Unemployment Insurance", 1009.

views expressed by CCA, 353.

views expressed by CNTU, 231.

*Quebec*

views expressed by QFL, 132.

*Laws and Regulations**United States*

1960 amendments to legislation, 391.

*Statistics*

"Labour Statistics: E-Unemployment Insurance" (monthly feature).

monthly report on operation of Unemployment Insurance Act.

**Unemployment Insurance Advisory Committee:**

annual report (1961), 1012.

A. H. Brown, former federal Deputy Minister of Labour, appointed chairman, 488.

special report, 122.

**Unemployment Insurance Commission:***Umpire—Decisions*

Decisions, CUB—1781, 62; 1785, 63; 1792, 170; 1800, 171; 1805, 274; 1807, 276; 1807, 276; 1816, 486; 1820, 487; 1818, 577; 1819, 578; 1850, 946; 1863, 948; 1871, 1158; 1876, 1159; 1881, 1283; 1887, 1284; CUC—57, 388; 59, 389; 61, 390.

halts sale of insurance stamps to employers of casual labour, 334.

**Unemployment, Seasonal:***Canada*

CCA President Arthur G. Sullivan urges all Canadian municipalities to apply for federal grants under Municipal Winter Works Incentive Program, 1136.

extension of Municipal Winter Works Incentive Program, 332, 752.

federal-provincial Municipal 1961-62 Winter Works Incentive Program off to encouraging start, 1136.

**Unemployment, Seasonal:—Conc.**

federal winter works payments totalled \$35.9 million in 1960-61, 873.

Municipal Winter Works Incentive Program during 1960-61, 541.

replies to letter on hiring and retention of older workers, sent to employers by Hon. Michael Starr, Minister of Labour, analysed, 1260.

**Unfair Labour Practices:***Laws and Regulations**British Columbia*

Labour Relations Act: amendments, 1225.

*Canada*

Labour Legislation of the Past Decade—VIII—  
Part 7—Labour Relations and Trade Union  
Legislation—Unfair Practices, 777.

**Union Security:***Laws and Regulations**Canada*

Labour Legislation of the Past Decade—VIII—  
Part 7—Labour Relations and Trade Union  
Legislation—Union Security Clauses, 778.

**United Automobile, Aircraft and Agricultural Implement Workers of America, International Union:***KLM Royal Dutch Airlines*

certification application on behalf of a unit of office employees: received, 1037.  
dispute: C.O. appointed, 797; settlement, 921.

*United States*

profit-sharing plan and wider s.u.b. provisions gained by UAW in new collective agreements, 1041.

**United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (International Union):***Alberta Wheat Pool*

dispute with Local 333: settlement, 46.

*Burrard Terminals Limited*

dispute with Local 333: settlement, 46.

*Pacific Elevators Limited*

dispute with Local 333: settlement, 46.

*Saskatchewan Wheat Pool*

dispute with Local 333: settlement, 46.

*United Grain Growers Limited*

dispute with Local 333: settlement, 46.

**United Brotherhood of Carpenters and Joiners of America:***Bennett and White Construction Company Limited*

certification application by Local 2499 on behalf of a unit of carpenters: received, 369; granted, 566.

**United Brotherhood of Carpenters and Joiners of America:—Conc.***General Enterprises Limited*

certification application by Local 2499 on behalf of a unit of carpenters: received, 1149.

**United Grain Growers Limited:***UBW*

dispute with Local 333: settlement, 46.

**United Grain Growers Terminals Limited:***IUOE*

certification application by Local 882: request for review of decision granted, 1038.

**United Keno Hill Mines Limited:***IUMMSW*

dispute with Local 924: C.O. appointed, 796; settlement, 921.

**United Mine Workers of America:***Central Truck Lines Limited*

certification application by Local 15026 on behalf of a unit of employees: representation vote, 913; granted, 1035.

*Eldorado Mining and Refining Limited*

dispute with Local 13173: C.O. appointed, 797; settlement, 797.

**United Packinghouse Workers of America:***Ogilvie Flour Mills Company Limited*

dispute with Local 520: C.O. appointed, 921; settlement, 1150.

*Robin Hood Flour Mills Limited*

dispute with Local 201: C.O. appointed, 155; settlement, 369.

dispute with Local 342: C.O. appointed, 155; settlement, 369.

dispute with Local 416: C.O. appointed, 1270.

**United States:***Department of Labor*

Arthur J. Goldberg appointed Secretary of Labor, 15.

**United Steelworkers of America:***Denison Mines Limited*

dispute with Local 5185 (office and technical employees): settlement, 45.

*Eastern Canada Stevedoring Company Limited*

certification application by Local 5197 on behalf of a unit of longshoremen: received, 796; granted, 913.

**United Steelworkers of America:—Conc.*****Rio Algom Mines Limited***

dispute with Local 5980 (office and technical employees): C.O. appointed, 568; settlement, 674.

**Upper Lakes Shipping Limited:*****BRSC***

certification application on behalf of a unit of longshoremen: received, 568; granted, 794; review of decision under Section 61 (2) of Act, 916; granted, 1037.

certification application on behalf of a unit of longshoremen: received, 796; granted, 1035.

***CLC***

dispute with Local 23736: employees in Grain Elevator Division: C.O. appointed, 1270.

***NAME***

certification application on behalf of a unit of marine engineers: representation vote, 469; rejected, 914; reasons for judgment, 916.

***SIU***

certification application on behalf of a unit of marine engineers: received, 44; representation vote, 469; rejected, 914; reasons for judgment, 916.

**Uranium City Power Company Limited:*****IUEW***

certification application by Local 424: received, 45.

**V****Vacations:*****Laws and Regulations******Alberta***

Labour Act: new order, 693.

***British Columbia***

Annual Holidays Act: amendment, 1018.

***Manitoba***

Vacations with Pay Act: regulations, 573.

***Saskatchewan***

Weekly Half-Holiday Act: regulations, 958.

**Vancouver Alberta Freightlines Limited:*****IBT***

certification application by Local 605 and Local 514 on behalf of a unit of drivers, mechanics and warehousemen: received, 672; withdrawn, 796.

**Vancouver Barge Transportation Limited:*****CBRT***

dispute with Local 425: settlement, 155.

**Vancouver Barge Transportation Limited:—Conc.*****CMSG***

dispute with Local 425: settlement, 155.

***ILWU***

dispute with Local 512: settlement, 155.

***SIU***

dispute: settlement, 369.

**Vancouver Harbour Employees' Association:*****National Harbours Board (Port of Vancouver)***

certification application on behalf of a unit of security guards: received, 796; granted, 913.

**Vancouver Wharves Limited:*****ILWU***

certification application by Local 512 on behalf of a unit of employees employed at the Company's operation at North Vancouver in the handling and warehousing of cargo and in the maintenance of plant equipment: granted, 43.

dispute with Local 512: C.O. appointed, 568; settlement, 674.

**Vantel Broadcasting Company Limited:*****ANG***

certification application by Local 115 on behalf of certain employees in News, Production, and Administrative Departments at CHAN-TV, Vancouver: received, 567; granted, 794.

***IATSE***

certification application on behalf of a unit of employees employed in Design and Film Departments at CHAN-TV, Vancouver: received, 568; granted, 794.

***NABET***

certification application on behalf of a unit of technicians: received, 470; granted, 794.

**Venezuelan Confederation of Labour:**

President visits Ottawa, 634.

**Vocational Education:*****Canada***

158 new training institutions—institutes of technology, trade schools and vocational high schools—get federal contributions, 1208.

Vocational Education in the 1960's—address by C. R. Ford, Director of Vocational Training Branch, Department of Labour, 441.

***Laws and Regulations******Alberta***

Trade Schools Regulation Act: amendment, 1278.



**Vocational Education:—Conc.**

*Newfoundland*

Regulation of Trade Schools Act: regulations, 385.

*Saskatchewan*

Trade Schools Regulation Act: amendment, 1160; regulations, 825.

**Vocational Rehabilitation:**

*Canada*

Miss Valerie A. Sims appointed to staff of National Co-ordinator of Civilian Rehabilitation, Department of Labour, 1137.  
statistical report on rehabilitated persons, 1259.

**Laws and Regulations**

*Canada*

Vocational Rehabilitation of Disabled Persons Act: provisions, 1097.

**Vocational Schools:**

**Laws and Regulations**

*Quebec*

Private Vocational Schools Act: amendments, 574.

**Vocational Training:**

*See also* Training.

*Canada*

National Technical and Vocational Training Advisory Council—first meeting, 550.  
technical and vocational training in Canada—  
extracts from address by C. R. Ford, Director, Vocational Training, Department of Labour, 443.

views expressed by CCC, 1258.

*Nova Scotia*

federal-provincial plan to expand vocational and technical training facilities in Nova Scotia announced by Federal Minister of Labour and Premier of Nova Scotia, 872.

*Quebec*

Quebec enters technical and vocational training agreement, 1004.

**Laws and Regulations**

*Canada*

Technical and Vocational Training Assistance Act: regulations, 222.

**Vocational Training Advisory Council:**

*See* National Technical and Vocational Training Advisory Council.

**W**

**Wages and Salaries:**

*See also* General Agreement on Tariffs and Trade; Manpower Utilization; Minimum Wages.

salaries of union leaders in Canada and the United States, 875.

**Wages and Salaries:—Conc.**

*British Columbia*

united front in 1962 wage negotiations decided on by Federation of Labour, 1246.

*Canada*

*Engineering and Scientific Manpower Resources in Canada: Their Earnings, Employment and Education, 1959:* No. 9 in Professional Manpower Bulletin Series, issued by Department of Labour, 445.

*Engineering and Scientific Manpower Resources in Canada: Their Employment, Earnings and Salary Rates, 1960-61:* No. 10 in Professional Manpower Bulletin Series, issued by Department of Labour, 1211.

*Nova Scotia*

views expressed by Federation of Labour re hospital employees, 1252.

*United Kingdom*

Government's appeal for wages restraint rejected by TUC, 1117.

**Laws and Regulations**

*Canada*

Labour Legislation of the Past Decade—protection of wages, 29.

*Saskatchewan*

Employees' Wage Act: regulations, 1015.  
Wages Recovery Act: amendment, 1018.

**Statistics**

"Labour Statistics: C-Employment, Hours and Earnings". (monthly feature).

**Welfare:**

*See* Social Security.

**Western Terminals Limited:**

*BRSC*

certification application on behalf of a unit of longshoremen: received, 1150.

**Western Union Telegraph Company:**

*ACA*

dispute: (Cable Division): C.B. appointed, 257;  
C.B. fully constituted, 369; C.B. report, 798, 814.

**Westward Shipping Limited:**

*CBRT*

dispute with Local 425: C.O. appointed, 472; settlement, 674.

*CMSC*

dispute: (employees on M.V. *B.C. Standard* and M.V. *Standard Service*): C.O. appointed, 569; settlement, 674.

**White Pass and Yukon Route:****BMWE**

certification application by Local 605 on behalf of a unit of employees: received, 1149; withdrawn, 1269.

**IBT**

certification application by Local 605 on behalf of a unit of employees: received, 1149; withdrawn, 1269.

**Horace B. Willis Limited:****LPU**

dispute: C.O. appointed, 921.

**Winona Steamship Company Limited:****CMSG**

certification application on behalf of a unit of deck officers: received, 796; representation vote, 913; received, 915; granted, 1035; rejected, 1036.

**NAME**

certification application on behalf of a unit of deck officers and marine engineers: rejected, 1036.

**SIU**

certification application on behalf of a unit of deck officers: representation vote, 913; received, 915; granted, 1035; rejected, 1036.

certification application on behalf of a unit of deck officers and marine engineers on S.S. *Hillsdale*: received, 915; rejected, 1036.

**Winter Works:**

*See* Unemployment, Seasonal.

**Wolfe Stevedores Limited (represented by the Shipping Federation of Canada, Inc.):****ILA**

certification application by Local 375 on behalf of a unit of shed employees: received, 1269.

**Women in Industry:**

UN Commission on the Status of Women, 665.

**Canada**

*A New Career For Women After 30*—report issued by Women's Bureau, Department of Labour, 22.

*A Niche of Usefulness*—booklet issued by Women's Bureau, Department of Labour, describes how handicapped women can help themselves, 634.

continuing education for women, 35.

first women managers appointed by Bank of Nova Scotia, 1005.

**Women in Industry:—Conc.**

occupations of farm daughters—Department of Agriculture survey, 780.

**Norway**

national conference of women trade unionists, 1261.

"The Working Women of Norway", 1142.

**Ontario**

courses designed to increase proficiency of unemployed women, 252.

Women's Conference of the Ontario Federation of Labour, 1261.

**Sweden**

women in trade unions, 1029.

**United Kingdom**

employed women in Britain, 910.

*Woman, Wife and Worker*, a report on survey of married women workers at Peek Frean biscuit factory, 363.

**United States**

Mrs. Esther Peterson appointed Director of Women's Bureau, 148.

**Working Conditions:**

*See* Labour Conditions.

**Workmen's Compensation:****Canada**

claims under Government Employees Compensation Act recorded for fiscal year ended March 31, 1961, 575.

job injuries in the Civil Service—report of Government Employees Compensation Branch for fiscal year ended March 31, 1961, 1094.

**Ontario**

views expressed by OFL, 451.

**Laws and Regulations****Alberta**

Workmen's Compensation Act: amendments, 382, 882, 883, 884, 885, 886; regulation, 944.

**British Columbia**

Workmen's Compensation Act: regulations, 822.

**Canada**

changes in 1961 in provincial laws, 882.

Labour Legislation of the Past Decade—III—Part 4—Workmen's Compensation, 144.

**Manitoba**

Workmen's Compensation Act: amendments, 882, 883, 884.

**Workmen's Compensation:—Cont.**

*New Brunswick*

Workmen's Compensation Act: amendment, 885.

*Newfoundland*

Workmen's Compensation Act: amendments, 882, 883, 884, 885, 886.

*Nova Scotia*

Workmen's Compensation Act: amendments, 882, 883, 884, 885, 886.

*Ontario*

Workmen's Compensation Act: amendments, 163, 482.

*Prince Edward Island*

Workmen's Compensation Act: amendments, 882, 883, 884.

*Quebec*

Workmen's Compensation Act: regulations, 575.

*United States*

1960 amendments to state legislation, 272.

*Yukon Territory*

Workmen's Compensation Ordinance: amendments, 886.

**Workmen's Compensation:—Conc.**

*Legal Decision*

B.C. Court of Appeal rules Workmen's Compensation Board decision made within its jurisdiction is not reviewable, 474.

**Y**

**Yorkwood Shipping and Trading Company Limited:**

*ILA*

certification application by Local 1654 (formerly International Brotherhood of Longshoremen, Local 1817): request for review of decision, 472; granted, 566.

dispute with Local 1654: C.O. appointed, 257; C.B. appointed, 472; C.B. fully constituted, 473; C.B. report, 798, 803; strike action after Board procedure, 922; settlement, 1041.

**Youth:**

*Laws and Regulations*

*Canada*

Labour Legislation of the Past Decade—Employment of Young Persons, 28.

*New Brunswick*

Youth Assistance Act: provisions, 1099.







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Vol. LXI, No. 1	CONTENTS	January 31, 1961
Employment Review .....		1
Collective Bargaining Review .....		7
Notes of Current Interest .....		12
House of Commons Debates of Labour Interest: A Guide ..		17
6th Meeting, Advisory Committee on Professional Manpower ..		19
A New Career for Women after 30 .....		22
Cost of Federal Social Welfare .....		23
Industrial Fatalities, Third Quarter of 1960 .....		25
Labour Legislation of the Past Decade—II .....		27
Employment Adequacy of Older Persons .....		34
Continuing Education for Women .....		35
50 Years Ago This Month .....		36
International Labour Organization:		
Investment in Training, Education Needed for World Peace ..		37
The Trade Union Situation in the United States .....		38
The Trade Union Situation in the U.S.S.R. ....		39
147th Session of Governing Body .....		41
Teamwork in Industry .....		42
Industrial Relations and Conciliation:		
Certification Proceedings .....		43
Conciliation Proceedings .....		45
Canadian Railway Board of Adjustment No. 1 .....		54
Labour Law:		
Legal Decisions Affecting Labour .....		56
Recent Regulations under Provincial Legislation .....		60
Unemployment Insurance:		
Monthly Report on Operation .....		61
Decisions of the Umpire .....		62
Labour Conditions in Federal Government Contracts .....		66
Prices and the Cost of Living .....		71
Publications Recently Received in Department's Library ....		73
Labour Statistics .....		77

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# EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

## Employment and Unemployment, December

Employment decreased by 127,000 between November and December as winter weather reduced outdoor activity. Although some workers withdrew from the labour force as activity slackened, the number unemployed increased by 99,000 to an estimated 528,000.

The labour force was 3.2 per cent larger than a year earlier, indicating a higher rate of growth than the long-term average. The employment increase over the 12-month period was 1.3 per cent, less than the long-term average. Unemployment in December was 122,000 higher than a year earlier.

In the week ended December 10, the labour force was estimated at 6,430,000, which is 28,000 lower than the preceding month and 199,000 higher than a year earlier. Employment was estimated at 5,902,000, which, although 127,000 lower than at mid-November, is 77,000 higher than in December 1959.

### Employment

The employment decrease between November and December was greater than the average, partly because of a sharp decline in agriculture, and the margin over year-earlier employment estimates was smaller in December than that established in earlier months.

As a result of fine weather, activity in agriculture continued later in the year but dropped sharply in late November and early December. Farm employment fell to 610,000, slightly below the figure for December 1959. Construction and manufacturing also experienced greater-than-seasonal employment declines. These declines were partly offset by increases in the service industry and by heavy pre-Christmas hiring in trade. Most of the workers released during the month were men; employment of women increased slightly.

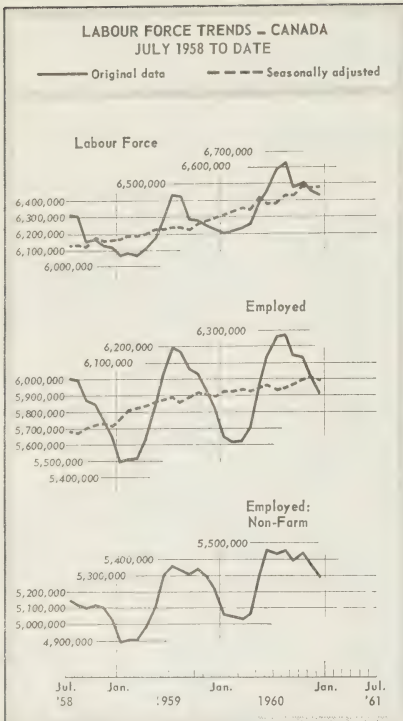
Employment was estimated at 5,902,000 in December, 6,029,000 in November and 5,825,000 in December 1959. The number of men employed was estimated at 4,246,000 in December, 4,385,000 in November and 4,293,000 in December 1959; for women the comparable numbers were 1,656,000; 1,644,000; and 1,532,000.

In the goods-producing industries, average employment in the fourth quarter was 61,000, or 2.2 per cent lower than a year earlier. The most significant declines were in construction, mining, and durable goods manufacturing. There was also a small decline in transportation and other utilities. As a result of continued rapid expansion in the service-producing industries, however, total employment was up about 1.5 per cent over the fourth quarter of 1959.

Employment declined in all regions from November to December, but the 1960 year-end total was higher than that at the end of 1959 in all regions except British Columbia, where it remained virtually unchanged.

### Unemployment

Men accounted for all of the 99,000 increase in unemployment between November and December. The 528,000 unemployed included 39,000 on temporary layoff. Of the remaining 489,000 seeking work, 74 per cent had



professional occupations each accounted for 14 per cent of the total. (Additional detail on the occupational and industrial attachment of the unemployed is contained in the December issue of *The Labour Force*, a Dominion Bureau of Statistics publication.)

### Regional Summaries

Employment in the **Atlantic** region declined seasonally between November and December; as usual, layoffs were heaviest in construction. Lesser declines occurred in manufacturing, agriculture, fishing and logging. The drop in manufacturing employment stemmed mainly from the seasonal reduction in activity in fish processing plants. A few small layoffs took place in iron and steel products but there were offsetting increases in employment in other parts of heavy manufacturing.

At 509,000, employment in the region was 21,000 lower than in November but 22,000 higher than in December 1959. Unemployment in the region was estimated at 69,000, an increase of 16,000 from November and of 13,000 from December 1959.

Non-farm employment in the region in December was an estimated 21,000 higher than in December 1959. The improvement in non-farm employment over the year was mainly the result of expansion in service-producing industries. Employment in manufacturing showed no appreciable change over the year, and construction employment was considerably lower, largely because of a slowdown in housebuilding.

The increase in unemployment between November and December was about normal for the season, although the level in December was considerably higher than a year earlier. Unemployment amounted to 11.9 per cent of the labour force compared with 10.3 per cent in December 1959.

been unemployed for three months or less, 15 per cent for four to six months, and 11 per cent for seven months or more.

Unemployment in December was 8.2 per cent of the labour force, compared with 6.6 per cent the preceding month, 6.5 per cent a year earlier and 7.6 per cent in December 1958.

In the fourth quarter, 16 per cent of all construction workers and about 20 per cent of all labourers were unemployed. The proportion of transportation workers unemployed was also above the national average. Unemployment rates were close to the national average in the remaining occupation groups, except for the office and professional group, which had a substantially lower than average rate.

Of the total unemployed in the fourth quarter, about one fifth had been labourers, and 17 per cent had been in manufacturing and mechanical occupations. Construction and office and professional occupations each accounted for 14 per cent of the total. (Additional

Employment in the **Quebec** region declined seasonally between November and December. Most of the decline occurred in the non-farm industries and mainly in outdoor occupations. Wood-cutting operations were reduced in most areas and log-hauling was not yet fully under way. The end of the navigation season resulted in a drop in employment in transportation. Construction decreased seasonally but was sustained in many areas by an increasing volume of residential, municipal and institutional building. Activity in textiles and in other consumer goods industries increased seasonally but in other parts of manufacturing it dropped off.

Employment was estimated at 1,622,000 at mid-December. This compares with 1,664,000 in November and 1,604,000 in December 1959. The estimate of agricultural employment was 122,000; of non-agricultural employment, 1,500,000. Non-agricultural employment increased by almost 2 per cent over the year, largely as a result of continuing increases in the service-producing industries. In addition, employment derived considerable support from new municipal works as many municipalities this year availed themselves of the opportunities offered by the Municipal Winter Works Incentive Program. Total manufacturing employment remained below last year's level and, as in the previous month, iron and steel products were mainly responsible for the decline. In the textile industry, employment remained relatively stable at a level somewhat below that of last year.

Unemployment was estimated at 183,000 at mid-December, compared with 143,000 in both the preceding month and in December 1959. Unemployment in the region in December rose to 10.1 per cent of the labour force, compared with 8.2 per cent a year earlier.

A greater-than-seasonal decline of 35,000 brought the December estimate of employment in the **Ontario** region to 2,222,000. All of the decrease occurred among men, most heavily in agriculture, in iron and steel plants, and among construction workers in those areas affected by the winter weather. During the month most seasonal workers in canning plants were laid off as the processing of most fruits and vegetables was completed. There were further employment reductions in shipyards and among manufacturers of heavy electrical goods. Rehiring continued in the automobile plants and the aircraft manufacturing industry, and employment in the textile industry showed some improvement. Employment in mining, with the exception of iron ore mining, and in paper mills remained stable.

The mid-December estimate of employment in the region, 2,222,000, compares with the estimated 2,257,000 in November and 2,199,000 in December 1959. The year-to-year rise in employment of 23,000 took place entirely in non-farm activities. Employment of men decreased substantially over the year while the number of women employed was increasing by 47,000. Employment declined over the year in industries that employ mostly men—iron and steel, machinery manufacturing, agricultural implements, and housing construction—but in the service industry, employing a high proportion of women, it continued to expand.

Unemployment at mid-December was estimated at 153,000; this compares with an estimated 127,000 in November and 111,000 in December 1959. Unemployment increased over the month to 6.4 per cent of the labour force; a year earlier it was 4.8 per cent.

In the **Prairie** region, employment declined seasonally from November to December. Favourable weather reduced the demand for help on livestock farms, and other farmers released men on completion of after-harvest clean-up work.



In non-farm industries, seasonal layoffs continued in construction and forestry. A number of canneries and sugar factories completed production runs. In the iron and steel industry, labour requirements rose on termination of a labour dispute and the beginning of production of pipe for the gas pipeline projects in the western part of the region. Textile and garment plants were generally busy, but meat packing and flour milling showed some slackness.

Construction and agriculture recorded some year-to-year employment declines, but these and a smaller decline in transportation were offset by increases in public utilities and services, bringing total employment 1.2 per cent above the December 1959 level. Employment at mid-December was estimated at 1,032,000, compared with 1,052,000 in November and 1,020,000 in December 1959. In non-farm industries there was a 2.5-per-cent gain over the year, from an estimated 767,000 to 786,000. The year-to-year decline in agriculture was from an estimated 253,000 to 246,000.

Unemployment increased seasonally, from an estimated 49,000 in November to 60,000 at mid-December; this was 5.5 per cent of the labour force. In December 1959, unemployment was estimated at 50,000 or 4.7 per cent of the labour force.

In the **Pacific** region employment declined seasonally between November and December, from an estimated 526,000 to 517,000; in December 1959 employment was estimated at 515,000. All of the decline in the month occurred in non-agricultural industries, the heaviest reductions being in construction, logging and sawmilling. Scattered layoffs in garment plants, and seasonal shutdowns of canneries and other food processing plants contributed to the reduction in manufacturing employment. Fishermen were released as salmon fishing ended; herring and cod fishing continued. Shipyards rehired some men, and employment in mining, smelting and transportation remained steady.

Agricultural employment remained unchanged, at an estimated 29,000; dairy farming provided the main activity. Employment in most non-farm industries was lower than a year earlier; non-agricultural employment in the region declined from an estimated 496,000 to 488,000. Chief declines were in construction, forestry, and most manufacturing industries. More workers were employed in pulp and paper than a year ago, and the number in smelting, mining and services remained about the same.

Unemployment went up seasonally, from 57,000 in November to 63,000 in December—10.9 per cent of the labour force. In December 1959 it was 6.6 per cent of the labour force.

#### LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	December 1960	December 1959	December 1960	December 1959	December 1960	December 1959
Metropolitan.....	9	4	3	8	—	—
Major Industrial.....	17	12	9	13	—	1
Major Agricultural.....	6	6	8	8	—	—
Minor.....	34	28	22	28	2	2
Total.....	66	50	42	57	2	3

# CLASSIFICATION OF LABOUR MARKET AREAS—DECEMBER 1960

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	CALGARY EDMONTON HAMILTON MONTREAL QUEBEC-LEVIS St. John's Vancouver-New Westminster Windsor WINNIPEG	Halifax OTTAWA-HULL Toronto		
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	BRANTFORD CORNER BROOK Cornwall FARNHAM- GRANBY FT. WILLIAM- PT. ARTHUR Joliette LAC ST. JEAN MONCTON NEW GLASGOW NIAGARA PENINSULA PETER- BOROUGH ROUYN- VAL D'OR SARNIA SHAWINIGAN SHERBROOKE SYDNEY TROIS RIVIERES	Guelph Kingston Kitchener London Oshawa Saint John SUDBURY Timmins- Kirkland Lake Victoria		
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 40 per cent or more agricultural)	BARRIE CHARLOTTE- TOWN PRINCE ALBERT RIVIERE DU LOUP THETFORD- MEGANTIC- ST. GEORGES YORKTON	BRANDON Chatham Lethbridge MOOSE JAW NORTH BATTLEFORD Red Deer REGINA Saskatoon		
<b>MINOR AREAS</b> (labour force 10,000-25,000)	BATHURST BEAUHARNOIS BRACEBRIDGE BRIDGEWATER Campbellton CHILLIWACK CRANBROOK DAUPHIN DRUMMOND- VILLE EDMUNDSTON GASPE GRAND FALLS KENTVILLE MONTMAGNY NEWCASTLE NORTH BAY Okanagan Valley OWEN SOUND PEMBROKE PORTAGE LA PRAIRIE Prince George PRINCE RUPERT QUEBEC NORTH SHORE RIMOUSKI St. Agathe- St. Jerome St. Stephen SAULT STE. MARIE SOREL	Belleville-Trenton Brampton Central Vancouver Island Dawson Creek Fredericton Galt Goderich Kamloops Lachute-St. Therese Lindsay LISTOWEL Medicine Hat St. Hyacinthe St. Jean St. Thomas Simcoe STRATFORD SWIFT CURRENT Trail-Nelson Walkerton Weyburn Woodstock-Tillsonburg  Group 1 Concluded SUMMERSIDE TRURO VALLEYFIELD Victoriaville WOODSTOCK, N. B. YARMOUTH	Drumheller Kitimat	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see page 983, September 1960, issue.

# Current Labour Statistics

(Latest available statistics as of January 12, 1961)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).... (in thousands)	Dec. 10	6,430	- 0.4	+ 3.2
Employed..... (in thousands)	Dec. 10	5,902	- 2.1	+ 1.3
Agriculture..... (in thousands)	Dec. 10	610	- 6.0	- 1.3
Non-agriculture..... (in thousands)	Dec. 10	5,292	- 1.6	+ 1.6
Paid workers..... (in thousands)	Dec. 10	4,830	- 1.9	+ 2.1
At work 35 hours or more.... (in thousands)	Dec. 10	N.A.	N.A.	N.A.
At work less than 35 hours... (in thousands)	Dec. 10	N.A.	N.A.	N.A.
Employed but not at work... (in thousands)	Dec. 10	N.A.	N.A.	N.A.
Unemployed..... (in thousands)	Dec. 10	528	+23.1	+30.0
Atlantic..... (in thousands)	Dec. 10	69	+30.2	+23.2
Quebec..... (in thousands)	Dec. 10	183	+28.0	+28.0
Ontario..... (in thousands)	Dec. 10	153	+20.5	+37.8
Prairie..... (in thousands)	Dec. 10	60	+22.4	+20.0
Pacific..... (in thousands)	Dec. 10	63	+10.5	+37.0
Without work and seeking work (in thousands)	Dec. 10	489	+21.9	+32.2
On temporary layoff up to 30 days..... (in thousands)	Dec. 10	39	+39.3	+ 8.3
Industrial employment (1949=100).....	October	121.4	- 1.4	- 2.4
Manufacturing employment (1949=100).....	October	109.6	- 1.8	- 3.8
Immigration.....	1st 9 mos.	83,843	—	- 1.8
Destined to the labour force.....	1st 9 mos.	44,322	—	+ 0.9
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	December	29	-50.0	+31.8
No. of workers involved.....	December	1,890	-65.6	-50.7
Duration in man days.....	December	30,280	-43.1	-46.0
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)..	October	\$76.65	+ 0.1	+ 2.7
Average hourly earnings (mfg.).....	October	\$ 1.78	+ 0.6	+ 2.3
Average hours worked per week (mfg.).....	October	40.7	- 0.5	- 1.5
Average weekly wages (mfg.).....	October	\$72.62	+ 0.3	+ 1.3
Consumer price index (1949=100).....	December	129.6	0.0	+ 1.3
Index numbers of weekly wages in 1949 dollars (1949=100).....	October	134.2	+ 0.1	+ 0.2
Total labour income.....\$000,000	October	1,584	- 1.3	+ 2.5
<i>Industrial Production</i>				
Total (average 1949=100).....	November	171.8	- 0.2	+ 0.2
Manufacturing.....	November	153.4	- 1.2	+ 0.3
Durables.....	November	144.7	- 1.3	- 2.4
Non-durables.....	November	160.8	- 1.2	+ 2.4

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force* a monthly publication of the Dominion Bureau of Statistics. See also page 983 September 1960 issue.



# COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

As 1960 drew to a close, negotiations were in progress for the renewal of more than 100 major collective agreements, 15 of which were settled during December. These settlements provided wage increases and improved fringe benefits for more than 16,000 workers across Canada. The most significant of the 85 major agreements that remained unsettled at the end of the year was the one between the non-operating unions and the railways, affecting approximately 111,000 workers. There are 50 major agreements that terminate during the first three months of 1961; negotiations for renewal of 10 of these had begun by the end of December.

Included among the major agreements in negotiation at the end of the year were those covering about 7,000 Maritime coal miners represented by the **United Mine Workers of America**. The miners have been operating under the terms of old agreements that terminated in December 1959 and were extended on a month-to-month basis; the latest extension was to January 31, 1961. The protracted negotiations were conducted at a time when the coal industry was in a depressed economic state that forced substantial production cutbacks at some of the mines while others faced the possibility of closure. In the light of this general economic background, **Dominion Coal & Steel Company** offered a new agreement that improved some of the work rules and fringe benefits but left the existing wage rates unchanged. The offer, made last September, was accepted by the union negotiators but was rejected by the membership in a referendum vote. In December, the Company reportedly withdrew its offer, leaving the parties with the prospect of a new round of bargaining for the coming year.

The first agreement to be signed between the **St. Lawrence Seaway Authority** and its 1,000 operating and maintenance employees, represented by the **Canadian Brotherhood of Railway, Transport and General Workers**, terminated on December 31, 1960. Negotiations for renewal were initiated at Seaway headquarters at the beginning of the month and a number of meetings were held before talks were postponed until early in January. The union reportedly asked for a general pay increase of 5 per cent plus 7 cents an hour spread over three years. They also proposed that regional wage rates and fringe benefits be raised to the level of those at the Welland Canal, where the basic rate is \$1.80 an hour compared with \$1.60 an hour in Montreal. The Seaway Authority countered with an offer of a three-year agreement that would provide a 2-per-cent increase effective on January 1 in each of the three years.

As the year came to a close, a conciliation officer was appointed to help bring about a settlement in the negotiations between the **Tobacco Workers' International Union** and the six factories of the **Imperial Tobacco Company**, four in Quebec and two in Ontario. One of the key issues in the discussions was a union demand for a 35-hour week instead of the current 40 hours. The demand for the shorter work week was related to the introduction of automated processes in a number of the Company's factories. Other demands included a 15-cent-an-hour pay increase, 14 paid holidays instead of the current 12, three weeks vacation after 10 years of service instead of after

15 years, four weeks vacation after 20 years instead of after 25, and a new provision for five weeks vacation after 25 years of service.

Technological change was an issue in the collective bargaining taking place in the woods operations in Northern Ontario's pulp and paper industry. Opening up and operating camps in remote woodlands far from rail transportation and mill sites has proved to be expensive. Combined with the additional costly process of recruiting and keeping labour, the companies have recently introduced measures to increase mechanization. In less than five years the extensive use of machinery has reduced the labour content in the removal of a cord of wood from the forest from 1.6 man days to roughly 0.6 man days. To combat the resultant unemployment, the **Lumber and Sawmill Workers Union**, a branch of the United Brotherhood of Carpenters and Joiners, asked for a reduction in the 48-hour week to 40 hours in the negotiations with **Abitibi Power and Paper**. In mid-January it was reported that an agreement was reached with the aid of a conciliation board. The work week was reduced to 44 hours and the wages were increased by 23 cents an hour for hourly paid employees and 5 per cent for piece workers. Other improvements included one more paid statutory holiday for a total of seven, and an increase of 50 cents to a total of \$2 a month in the company's contribution to the medical-surgical plan. Collective bargaining continued with the other major pulp and paper companies for new agreements to cover the 13,000 woods workers employed by the various firms involved.

The extension of the existing health and welfare plan to provide more comprehensive coverage was one of the key items proposed by the **United Rubber Workers** in opening negotiations for renewal of the collective agreement with **Firestone Tire & Rubber** in Hamilton, Ontario. According to press reports, the union asked that the present PSI coverage, which is completely company-paid, be extended to include the cost of chiropractors, chiropodists, osteopaths, oral surgeons and dentists, and the costs of prescriptions for employees and their dependents.

## Collective Bargaining Scene

Agreements covering 500 or more workers,  
excluding those in the construction industry

### Part I—Agreements Expiring During January, February and March

(except those under negotiation in December, 1960)

Company and Location	Union
Acme, Borden's & other dairies, Toronto, Ont. ....	Teamsters (Ind.)
Association Patronale du Commerce, (Hardware), Quebec, Que. ....	Commerce Empl. Federation (CNTU)
Atomic Energy of Can., Chalk River, Ont. ....	Atomic Energy Allied Council (AFL-CIO/CLC)
Auto dealers (various), Vancouver, B.C. ....	Machinists (AFL-CIO/CLC)
B.A. Oil, Clarkson, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Beatty Bros., Fergus, Ont. ....	Steelworkers (AFL-CIO/CLC)
C.B.C., company-wide ....	Radio & T.V. Empl. (ARTEC) (Ind.)
C.N.R. Atlantic & Central regions ....	Locomotive Firemen & Enginemen (AFL-CIO/ CLC)
C.N.R. Prairie & Pacific regions ....	Locomotive Firemen & Enginemen (AFL-CIO/ CLC)
C.P.R. Prairie & Pacific regions ....	Locomotive Engineers (Ind.)
C.P.R. Prairie & Pacific regions ....	Trainmen (AFL-CIO/CLC)
Cdn. Vickers (Engineering Div.) Montreal, Que. ....	Boilermakers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) & others
Cdn. Westinghouse, Hamilton, Ont. ....	U.E. (Ind.)
Collingwood Shipyards, Collingwood, Ont. ....	CLC-chartered local
Dom. Engineering Works, Lachine, Ont. ....	Machinists (AFL-CIO/CLC)
Dominion Glass, Wallaceburg, Ont. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)

Company and Location	Union
DuPont of Can., Kingston, Ont. ....	Mine Wkrs. (Ind.)
Employing Printers' Assoc., Montreal, Que. ....	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assoc., Montreal, Que. ....	Printing Pressmen (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S. ....	Machinists (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Halifax City, N.S. ....	Public Empl. (CLC) (inside wkrs.)
Hamilton City, Ont. ....	Public Empl. (CLC) (office wkrs.)
Hamilton City, Ont. ....	Public Service Empl. (CLC) (outside wkrs.)
Hamilton General Hospital, Hamilton, Ont. ....	Public Empl. (CLC)
Hammermill Paper, Matane, Que. ....	Carpenters (AFL-CIO/CLC)
H. J. Heinz, Leamington, Ont. ....	Packaginghouse Wkrs. (AFL-CIO/CLC)
Hollinger Mines, Timmins, Ont. ....	Steelworkers (AFL-CIO/CLC)
Walter M. Lowney, Montreal, Que. ....	Bakery Wkrs. (CLC)
McIntyre Porcupine Mines, Schumaker, Ont. ....	Steelworkers (AFL-CIO/CLC)
Moirs Limited, Halifax, N.S. ....	Teamsters (Ind.) & Bakery Wkrs. (CLC)
New Brunswick Power Commission, province-wide ....	I.B.E.W. (AFL-CIO/CLC)
Northern Electric, Belleville, Ont. ....	Empl. Assoc. (Ind.) (plant wkrs.)
Northern Electric, Montreal, Que. ....	Empl. Assoc. (Ind.) (phone installers)
Northern Electric, Montreal, Que. ....	Empl. Assoc. (Ind.) (plant wkrs.)
Northern Electric, Montreal, Que. ....	Office Empl. Assoc. (Ind.)
Province of Saskatchewan ....	Sask. Civil Service (CLC) (labour services)
R.C.A. Victor, Montreal, Que. ....	I.U.E. (AFL-CIO/CLC)
St. Boniface General Hospital, St. Boniface, Man. ....	Empl. Union of Hospital Inst. (Ind.)
Scarborough Township, Ont. ....	Public Empl. (CLC) (outside wkrs.)
Silverwood Dairies, Toronto, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
T.C.A., company-wide ....	Air Line Pilots (Ind.)
Vancouver City, B.C. ....	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners Bd., B.C. ....	B.C. Peace Officers (CLC)
Winnipeg City, Man. ....	Public Service Empl. (CLC)

## Part II—Negotiations in Progress During December, 1960

### Bargaining

Aluminum Co., Kingston, Ont. ....	Steelworkers (AFL-CIO/CLC)
Assoc. des Marchands Détaillants (Produits Alimentaires), Quebec, Que. ....	Commerce Empl. Federation (CNTU)
Babcock-Wilcox & Goldie-McCulloch, Galt, Ont. ....	National Council of Cdn. Labour (Ind.)
Calgary City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Calgary City, Alta. ....	Public Empl. (CLC) (outside wkrs.)
Calgary Power, Calgary, Alta. ....	Empl. Assoc. (Ind.)
Canadian Vickers, Montreal, Que. ....	Metal Trades' Federation (CNTU)
Cdn. Steamship Lines, Ont. & Que. ....	Railway Clerks (AFL-CIO/CLC)
C.B.C., company-wide ....	Broadcast Empl. (AFL-CIO/CLC)
Cdn. General Electric, Toronto, Peterborough & Guelph, Ont. ....	U.E. (Ind.)
C.I.L. (Ammunition Div.), Brownsburg, Que. ....	Mine Wkrs. (Ind.)
Cdn. Lithographers Assoc., eastern Canada ....	Lithographers (CLC)
Cdn. Tube & Steel, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
C.P.R., Atlantic & Central regions ....	Locomotive Engineers (Ind.)
C.P.R., company-wide ....	Trainmen (AFL-CIO/CLC) (dining car staff)
Davie Shipbuilding, Lauzon, Que. ....	Metal Trades' Federation (CNTU)
G. T. Davie & Sons, Lauzon, Que. ....	Metal Trades' Federation (CNTU)
Dominion Coal, Sydney, N.S. ....	Mine Wkrs. (Ind.)
Dom. Rubber (Rubber Div.) St. Jerome, Que. ....	CLC-chartered local
Dosco Fabrication Divs., Trenton, N.S. ....	Steelworkers (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont. ....	Carpenters (AFL-CIO/CLC)
Dupuis Freres, Montreal, Que. ....	Commerce Empl. Federation (CNTU)
Edmonton City, Alta. ....	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta. ....	Public Empl. (CLC) (outside wkrs.)
Firestone Tire & Rubber, Hamilton, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Food stores (various), Winnipeg, Man. ....	Retail Clerks (AFL-CIO/CLC)
Hopital Hotel-Dieu, Montreal, Que. ....	Service Empl. Federation (CNTU)
Hospitals (six), Montreal & District, Que. ....	Service Empl. Federation (CNTU)
Lakehead Term. Elevators Assoc., Fort William, Ont. ....	Railway Clerks (AFL-CIO/CLC)
Marine Industries, Sorel, Que. ....	Metal Trades' Federation (CNTU)
Miner Rubber, Granby, Que. ....	Rubber Wkrs. (AFL-CIO/CLC)
Montreal City, Que. ....	CNTU chartered local (office wkrs.)
Montreal City, Que. ....	Fire Fighters (AFL-CIO/CLC)
Montreal City, Que. ....	Public Service Empl. (CLC) (manual wkrs.)
Old Sydney Collieries, Sydney Mines, N.S. ....	Mine Wkrs. (Ind.)
Prov. Hospitals, Weyburn, North Battleford, Moose Jaw, Sask. ....	Public Service Empl. (CLC) & CLC-chartered local
Quebec City, Que. ....	Municipal & School Empl. (Ind.) (inside wkrs.)



## Company and Location

## Union

Que. North Shore Paper, Baie Comeau, Franklin, Shelter Bay, Que. ....	Carpenters (AFL-CIO/CLC)
Rock City Tobacco, Quebec, Que. ....	Tobacco Wkrs. (AFL-CIO/CLC)
Saguenay Terminals, Port Alfred, Que. ....	Metal Trades' Federation (CNTU)
Sask. Govt. Telephone, province-wide ....	Communications Wkrs. (AFL-CIO/CLC)
St. Lawrence Seaway Authority ....	Railway, Transport & General Wkrs. (CLC)
Shipping Federation of Can., Halifax, N.S., Saint John, N.B., Quebec, Montreal, Three Rivers, Que. ....	I.L.A. (CLC)
Singer Mfg., St. Jean, Que. ....	Steelworkers (AFL-CIO/CLC)
Toronto General Hospital, Toronto, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
Toronto Telegram, Toronto, Ont. ....	Newspaper Guild (AFL-CIO/CLC)
Toronto Western Hospital, Toronto, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C. ....	Public Empl. (CLC) (inside wkrs.)
Vancouver City, B.C. ....	Civic Empl. (Ind.) (outside wkrs.)
Winnipeg City, Man. ....	Fire Fighters (AFL-CIO/CLC)

## Conciliation Officer

Aluminum Co., Shawinigan, Que. ....	Metal Trades' Federation (CNTU)
Association Patronale des Mfrs. de Chaussures, Quebec, Que. ....	Leather & Shoe Wkrs. Federation (CNTU)
B.C. Hotels Assoc., New Westminster, Burnaby, Fraser Valley, B.C. ....	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assoc., Vancouver, B.C. ....	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Cdn. Car & Foundry, Montreal, Que. ....	Railway Carmen (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que. ....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Ste. Anne de Portneuf, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Dryden Paper, Dryden, Ont. ....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Eastern Can. Stevedoring, Halifax, N.S. ....	Railway Clerks (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Goodyear Cotton, St. Hyacinthe, Que. ....	Textile Federation (CNTU)
Great Lakes Paper, Ft. William, Ont. ....	Carpenters (AFL-CIO/CLC)
Hotel Royal York (CPR) Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC)
Imperial Tobacco & subsidiaries, Ont. & Que. ....	Tobacco Wkrs. (AFL-CIO/CLC)
Marathon Corp., Port Arthur, Ont. ....	Carpenters (AFL-CIO/CLC)
Outboard Marine, Peterborough, Ont. ....	Steelworkers (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont. ....	U.E. (Ind.)
Rowntree Co., Toronto, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
St. Lawrence Corp., Nipigon, Ont. ....	Carpenters (AFL-CIO/CLC)
Shipbuilders (various), Vancouver & Victoria, B.C. ....	Shipyard Wkrs. (CLC)
Shipbuilders (various), Vancouver & Victoria, B.C. ....	Various unions

## Conciliation Board

Abitibi Power & Paper, Port Arthur, Ont. ....	Carpenters (AFL-CIO/CLC)
Aluminum Co., Arvida, Que. ....	Metal Trades' Federation (CNTU)
Aluminum Co., Ile Maligne, Que. ....	Metal Trades' Federation (CNTU)
Canada Paper, Windsor Mills, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Cdn. British Aluminum, Baie Comeau, Que. ....	Metal Trades' Federation (CNTU)
Canadian Car, Fort William, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Dom. Oilcloth & Linoleum, Montreal, Que. ....	CNTU-chartered local
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S. ....	Marine Wkrs. (CLC)
K.V.P. Company, Espanola, Ont. ....	Carpenters (AFL-CIO/CLC)
Kimberley-Clark & Spruce Falls Paper, Kapuskasing & Longlac, Ont. ....	Carpenters (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
T.C.A. company-wide ....	Air Line Flight Attendants (CLC)

## Post-Conciliation Bargaining

C.B.C., company-wide ....	Moving Picture Machine Operators (AFL-CIO/CLC)
C.N.R., C.P.R., other railways ....	15 unions (non-operating empl.)
Hotel Mount Royal, Montreal, Que. ....	Hotel Empl. (AFL-CIO/CLC)
Northern Interior Lumbermen's Assoc., B.C. ....	Woodworkers (AFL-CIO/CLC)

## Arbitration

Quebec City, Que. ....	Municipal & School Empl. (Ind.) (outside wkrs.)
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## Work Stoppage

(no cases during December, 1960)

### Part III—Settlements Reached During December 1960

(A summary of the major terms on the basis of information immediately available. Coverage figures are approximate.)

**ASSOC. FUR INDUSTRIES, TORONTO, ONT.—BUTCHER WORKMEN (AFL-CIO/CLC):** 3-yr. agreement covering 600 empl.—minimum rate for all categories to be increased by \$6 a wk.; work wk. to be reduced from 40 hrs. to 38½ hrs. in 1961, to 37 hrs. in 1962 and to 36 hrs. in 1963; take home pay will not be affected by the decreased work wk.

**BATHURST POWER AND PAPER, BATHURST, N.B.—PAPERMAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC) AND OTHERS:** 2-yr. agreement covering 800 empl.—wage increases ranging from 11¢ to 15¢ an hr. during the first yr. and 9¢ to 12¢ an hr. in the second yr.; the plant will operate for 8 Sundays during the first yr. and 17 additional Sundays during the second yr. of the agreement.

**CANADAIR, ST. LAURENT, QUE.—MACHINISTS (AFL-CIO/CLC):** 2-yr. agreement covering 6,300 empl.—2% increase retroactive to Oct. 1, 1960, plus an additional 3% increase eff. Oct. 1, 1961; after the second increase the new rate for labourers will be \$1.74 an hr.; 3 wks. vacation after 10 yrs. of service (previously 3 wks. after 12 yrs.); 4 wks. vacation after 25 yrs. of service (previously no provision for 4 wks. vacation).

**CDN. WESTINGHOUSE, THREE RIVERS, QUE.—I.B.E.W. (AFL-CIO/CLC):** 3-yr. agreement covering 550 empl.—reduction of work wk. from 45 to 42½ hrs. with the same take home pay, eff. Dec. 5, 1960; increases of 2¢ an hr. for female wkrs. and 4¢ for male wkrs. eff. in the mid-term of the agreement; 3 wks. vacation after 15 yrs. of service (previously no provision for 3 wk. vacation); the introduction of a new job evaluation plan.

**CONSOLIDATED PAPER, SHAWINIGAN, QUE.—PAPERMAKERS (AFL-CIO/CLC), PULP AND PAPER MILL WKRS. (AFL-CIO/CLC):** 1-yr. agreement covering 500 empl.—11¢-an-hr. increase on base rates retroactive to May 1, 1960, an additional 4¢-an-hr. eff. Nov. 1, 1960; proportional increases for higher classifications; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 15 yrs.); 1 additional non-scheduled holiday with pay; provisions for bereavement leave introduced into the agreement.

**CROWN ZELLERBACH, RICHMOND, B.C.—PULP AND PAPER MILL WKRS. (AFL-CIO/CLC):** 1-yr. agreement covering 500 empl.—4% general increase eff. Nov. 1, 1960 with a minimum of 8¢ an hr. on all rates; increase of 3¢ per hr. in the differential for the graveyard shift.

**DOMINION CORSET, QUEBEC, QUE.—EMPL. ASSOC. (IND.):** 3-yr. agreement covering 800 empl.—increases ranging from \$3 to \$5 per wk. for male tradesmen; basic rate for piece work empl. increased by 8¢ an hr.; work wk. reduced from 42½ hrs. to 41½ hrs. during first two yrs. of agreement and a further reduction to 40 hrs. for the third yr.; 2 wks. vacation after 4 yrs. of service (previously 2 wks. after 5 yrs.); after 5 yrs. of service piece rate empl. will receive paid statutory holidays; the agreement includes a provision for closed shop.

**FRASER CO'S., EDMUNDSTON, N.B.—PULP AND PAPER MILL WKRS. (AFL-CIO/CLC):** 1-yr. agreement covering 550 empl.—wage increases ranging from 12¢ to 16¢ an hr. making the new base rate \$1.90 per hr.; 3 wks. vacation after 10 yrs. of service eff. June 1, 1961 (previously 3 wks. vacation after 15 yrs.); an additional 8 hrs. holiday pay for Christmas shutdown; 3 days bereavement leave under certain conditions.

**LEVER BROS., TORONTO, ONT.—CHEMICAL WKRS. (AFL-CIO/CLC):** 28-mo agreement covering 500 empl.—wage increases ranging from 5½¢ to 11½¢ an hr. retroactive to Nov. 20, 1960; additional increases ranging from 4¢ to 9¢ an hr. eff. Nov. 1, 1961; changes in the medical plan provisions.

**MARITIME TEL. & TEL. & EASTERN ELECTRIC, COMPANY-WIDE—I.B.E.W. (AFL-CIO/CLC), (PLANT EMPL.):** 1-yr. agreement covering 500 empl.—wage increases ranging from \$2.25 per wk. to \$7.50 per wk.; 4 wks vacation after 35 yrs. of service (formerly no provision for 4 wks. vacation).

**MARITIME TEL. & TEL. COMPANY-WIDE,—I.B.E.W. (AFL-CIO/CLC), (TRAFFIC EMPL.):** 1-yr. agreement covering 725 empl.—increases ranging from \$2.25 per wk. to \$5.50 per wk.; 4 wks. vacation after 35 yrs. of service (formerly no provision for 4 wks. vacation).

**MOLSON'S BREWERY, MONTREAL, QUE.—EMPL. ASSOC. (IND.):** 3-yr. agreement covering 1,000 empl.—minimum wages increased from \$88 a wk. to \$92 a wk. and the maximum rate increased from \$107 a wk. to \$111 a wk.; improved vacation allowance; provision made for re-opener.

**NORTHWESTERN UTILITIES, EDMONTON, ALTA.—EMPL. ASSOC. (IND.):** 1-yr. agreement covering 500 empl.—increases in shift differentials; revision of the merit pay formula; all other terms of the previous agreement remain unchanged.

**WABASSO COTTON, THREE RIVERS, SHAWINIGAN & GRAND'MERE, QUE.—UNITED TEXTILE WKRS. (AFL-CIO/CLC):** 3-yr. agreement covering 1,900 empl.—3¢-an-hr. increase retroactive to June 3, 1960; a further 4¢-an-hr. increase eff. June 1, 1961 and another 5¢ June 1, 1962; improved provision for annual paid vacations; 1 additional paid statutory holiday; time and one-half for Saturday work regardless of the number of hours worked during the wk.

**WINNIPEG GENERAL HOSPITAL, WINNIPEG, MAN.—PUBLIC EMPL. (CLC):** 30-mo. agreement covering 500 empl.—4% increase retroactive to July 1, 1960; an additional 4% eff. Apr. 1, 1961 and 2% eff. Jan. 1, 1962; orderlies to receive an additional increase ranging from \$10 to \$12 per mo.; 3 wks. vacation after 12 yrs. of service (formerly 3 wks. after 15 yrs.); 1 additional paid statutory holiday making a total of 10 per yr.

## NOTES OF CURRENT INTEREST

### Deputy Minister Arthur Brown Retires, Joins ILO

Arthur H. Brown, Deputy Minister of Labour since March 5, 1953, retired from the position on December 15, his 65th birthday. He had given the Department of Labour almost 18 years of service, and had been in government service for 31 years.

On February 1, Mr. Brown will take over the position of Director of the Canada Branch of the International Labour Office, Ottawa, succeeding Douglas M. Young.

Commenting on Mr. Brown's retirement, Hon. Michael Starr, Minister of Labour, said:

"With Mr. Brown's retirement, the government service is losing one of its ablest administrators. His contribution to government administration over a period of 31 years in Ottawa has been of the highest order stemming from a highly developed sense of integrity, a thorough knowledge of the complexities of government administration, and a deep-rooted consciousness of the responsibilities of the Civil Service in relation to the Government and the public.

"Through long association 'Art' Brown, as he was known far and wide, gained the confidence of public administrators, not only in Ottawa, but in all the provincial capitals. And through his extensive work in the International Labour Organization, he is well known and respected in many other parts of the world. He has been at all times a most loyal and able counsellor."

In 1929, Mr. Brown came to Ottawa to become Secretary-Treasurer and Legal Adviser to the Canadian Farm Loan Board.

From 1939 to 1942 he was a member of the Dependents' Allowance Board, Department of National Defence; he was Chairman of the Board in 1941. He also served during this period as a member of the Dependents' Board of Trustees, Department



of National Defence.

In January 1943 he became Chief Executive Officer and Legal Adviser of the Department of Labour, and on April 1, 1951 he was appointed Assistant Deputy Minister of Labour. Mr. Brown also served as Vice-Chairman of the War-time Labour Relations Board and at his retirement was Vice-Chairman of the Canada Labour Relations Board.

A member of the National Joint Council of the Public Service of Canada from its inception, he also served a term as Chairman of the Council.

Mr. Brown was Canadian Government representative on the Governing Body of the International Labour Organization from 1953 to 1956 inclusive, and was elected to serve as the Chairman of the Governing Body for the 1955-56 term. He also attended a number of International Labour Conferences at Geneva as leader of the Canadian Government delegation.

Of Irish-Scottish descent, Mr. Brown was born at Huntingdon, Que., a son of Rev. and Mrs. S. Brown, on December 15, 1895. He moved to Saskatchewan at an early age, after the death of his parents, to take up residence with an uncle, J. T. Brown, who was at one time Chief Justice of the Saskatchewan Court of Queen's Bench.

Mr. Brown received his primary education at Moosomin, Sask., and attended high school in Regina. He then went to Toronto University, where he attended Victoria College until his enlistment as a gunner in March 1915. He served in France with the Canadian Field Artillery.

Upon his discharge from the army in 1919, Mr. Brown was articled in law in Regina, where he took a three-year law course. After his admission to the Saskatchewan Bar in 1923, he practised law in that province until 1929.



## Trade Minister Issues Review of 1960, Outlook for 1961

Employment in Canada increased, on average, by 100,000 persons, or 1.7 per cent, between 1959 and 1960, and real earnings, on a per capita basis, maintained the record level of 1959. Hon. George Hees, Minister of Trade and Commerce, said in a review of Canada's economy in 1960 and outlook for 1961.

During 1960 the gross national product established a new record, between 2 and 3 per cent above the level for the previous year; prices, on the average, were up slightly but the total output of Canada's economy is higher than ever before; and personal incomes, in total, have risen by 3 per cent, he said.

"While the year now ending has been one of notable achievement, there are no grounds for complacency," Mr. Hees added. "Although employment has increased, ways to achieve further expansion in job opportunities must be evolved."

Conditions of ample supply and intensified competition throughout the trading world have had a retarding effect upon the absorption of new productive resources, he explained.

Merchandise exports in the first 11 months of 1960 were 6.4 per cent higher than in the like period in 1959.

Imports into Canada remained at the 1959 level, and are now lower than four years ago. "Though still facing intensified competition from imports, Canadian manufacturers, as a group, have about held their own in the domestic market," the Minister said.

"Higher exports, together with an unchanged level of imports, have brought a substantial reduction in Canada's deficit on merchandise trade. This deficit amounts to \$116 million in the first 11 months of the current year, compared with \$410 million in the same 1959 period and \$730 million in 1956."

"A reflection of the strong forward momentum that underlies Canada's economic development" can be seen in the additional demand stimulus that has come from the continuing rise in public and institutional investment and further growth in consumer purchases.

"Expansion of business plant and equipment, while not placing additional demands upon the productive resources of the economy, has been proceeding on a major scale," said Mr. Hees.

The review stated that less housebuilding and a diminishing rate of inventory accumulation in the business community at large have been important influences limiting the

growth of over-all demand within the Canadian economy.

There are, however, a number of strong sustaining forces underlying demands within the Canadian economy: the recent upturn in housing starts foreshadows a firmer trend in housebuilding activity; public and institutional building is continuing to expand; capital spending by business in 1961, investment plans indicate, will hold close to the 1960 level; the sustained upward movement in personal income should give continuing support to the consumer market; and the liquidation of inventories now taking place in a number of industries will provide the basis for a strengthening in new orders.

These sustaining forces, he said, are being reinforced by the "special program to stimulate Canadian development" that is now before Parliament: new provisions of the National Housing Act; improved availability of mortgage funds; new impetus given to the Winter Works Program; guaranteed bank loans for small businesses; establishment of the Productivity Council; the recently announced taxation proposals.

"These and other measures will stimulate Canadian development and add to employment opportunities," the Minister asserted.

"Despite the possibility of temporary fluctuation in international commodity markets," Mr. Hees said, "Canada's position in world trade remains basically strong. Rising income and consumption levels in overseas countries, together with the widespread reduction in import restrictions, has opened up new opportunities for the sale of Canadian goods."

Vigorous action was being taken to see that these new market prospects are exploited in a practical way, he said, citing as an example the new credit facilities being made available to exporters of heavy goods to enable them to compete on better terms with foreign competitors.

The review notes that representatives of 1,268 Canadian firms held interviews with Canada's trade commissioners from 49 countries during an export trade promotion conference to explore all avenues leading to the attainment of a larger proportion of the world's markets for Canadian merchandise.

In concluding his review, Mr. Hees noted that many countries that until recently were markets for Canadian goods are now competitors. The products they offer are of high quality and reasonably priced.

"In order that Canada may maintain her present standard of living, and provide for full employment in her many industries,

it is essential that management and labour should reach an understanding that will enable us to produce the goods that are competitive in world markets.

"Not only must we preserve the quality of our goods, but the price must be right...

"I know I can count on management and labour in Canada to produce the goods that are competitive in both quality and price, and to maintain and expand our markets."

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## Construction in 1961 Seen Equal To Building Program of 1960

The construction industry of Canada will probably maintain in 1961 the \$7 billion building program established in 1960, it was predicted by Jack M. Soules, President of the Canadian Construction Association, in a year-end message.

The program will give direct employment to an average work force of some 580,000 Canadians, he said.

In making the prediction, Mr. Soules said it was still too early to assess the effect that the "baby budget" would have on the construction program.

He noted, however, that the Association is "very glad to see the introduction of the principle of incentives as a means of promoting business investment in construction and machinery, but there is some fear that the effect of accelerated depreciation will be offset by the measures designed to reduce the amount of U.S. investment in Canada. Moreover, the double capital cost allowance (depreciation) may only be applied for one year. A lot will depend upon the Government's regulations which will define the scope of the double depreciation incentive."

Another factor that will have a direct bearing on the success of the construction industry in 1961, but which will not be known for some time yet, Mr. Soules pointed out, will be the negotiation of new collective agreements on wages with the construction unions.

Mr. Soules said that buyers of construction in 1961 will be even more cost-conscious than ever before, and that "if a saving of a per cent or two in financing because of accelerated capital cost allowances is expected to encourage construction, then an increase of a similar amount due to higher costs will be equally successful in discouraging construction..."

Approximately 35 per cent of the annual volume of construction represents expenditures by the federal, provincial and municipal governments of the country, Mr. Soules said.

## Two Million Man-Hours of Work From Defence Jobs This Winter

More than 2,250,000 man-hours of on-site employment were scheduled to be provided on defence construction projects between December 1 and March 31, it was announced last month by Hon. Raymond O'Hurley, Minister of Defence Production.

He said that a total of some 160 projects would be in progress during the period. He placed the total value at an estimated \$125,000,000, of which \$93,000,000 was already under contract by December 15. It was expected that a further \$32,000,000 would be awarded in time so that some work could be done during the winter.

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## All NHA Insured Loans to Have Anti-Discrimination Condition

An amendment to the National Housing Loan Regulations under the National Housing Act (P.C. 1960-1523), gazetted on November 23, makes it a condition of every loan made by an approved lender to a borrower and insured by Central Mortgage and Housing Corporation that in the sale or leasing of any house or housing unit constructed with the aid of the loan the borrower will not "discriminate against any person by reason of race, colour, religion or origin."

The amendment provides that any complaint regarding such discrimination may be submitted to the Corporation, and that if the borrower denies that there has been discrimination the dispute may be referred to the Minister of Public Works, who may appoint an arbitrator to decide whether the borrower has broken the condition. Any person who is a barrister or advocate of at least 10 years' standing at the bar of any province may be appointed an arbitrator.

The Corporation will not insure a loan for a borrower who has been guilty of a breach of the anti-discrimination condition within the three years immediately preceding the application to insure.

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## Reach Agreement with Quebec On Training of Unemployed

An agreement on training of unemployed workers registered with the National Employment Service under the Federal-Provincial Training Program was reached last month by the province of Quebec and the federal Government.

All provinces are now participating in this program.

The training is provided under Schedule "M" of the Special Vocational Training

Projects Agreement, which authorizes the federal Government to share with the provinces the costs of training registered unemployed for occupations that offer a reasonable opportunity for regular employment.

As a result of an amendment in the agreement last fall, the federal Government is now contributing 75 per cent of the provincial costs of training unemployed workers provided a minimum volume of training is undertaken.

Commenting on the agreement, Hon. Michael Starr, Minister of Labour, said "I feel that a united approach to this matter of training and retraining the unemployed will do a great deal to raise the general level of skills of the labour force and will have a beneficial effect on employment in this country."

The agreement was signed on behalf of Quebec by Hon. Paul Gérin-Lajoie, Minister of Youth.

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## Hospital Insurance Agreement Signed by Quebec Province

An agreement was signed in Ottawa on December 19, extending provisions of the Hospital Insurance and Diagnostic Services Act to cover residents of the province of Quebec.

The agreement was signed by Hon. Alphonse Courturier, provincial Minister of Health, and Hon. J. Waldo Monteith, federal Minister of National Health and Welfare.

"With Quebec's entry, hospital insurance will be a reality in every part of Canada—from the Atlantic to the Pacific, from the Arctic to the American border," Mr. Monteith said.

The program became effective on January 1, 1961 and it is estimated that it will give coverage to five million persons.

As in the case of other provinces, the program will include in-patient hospital services such as standard ward accommodation, necessary nursing services, use of operating room and anaesthetic facilities, radiotherapy and physiotherapy where available, drugs and surgical supplies, and diagnostic procedures including necessary interpretations where these are required.

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## CMA President Suggests Policy For U.S. Companies in Canada

Canadian subsidiaries of American companies should be given maximum autonomy and scope in their operations and should not be treated by the parent company like American branches, T. R. McLagan, President of the Canadian Manufacturers' Asso-

ciation, told the National Association of Manufacturers at a meeting in New York City early in December. He was speaking on "The Canadian Point of View on Canadian-American Economic Matters."

The CMA President mentioned seven points that he considered should govern the policies of parent companies in the United States toward their Canadian branches. These were:

—Canadian subsidiaries should not have to confine their operations to the Canadian market alone, but should be allowed and encouraged to contribute to the promotion of Canada's increasing export trade.

—Canadian subsidiaries of U.S. companies should use as many Canadian materials and component parts in their operations as could be used economically; and, in the case of concerns that produce raw materials, should carry out the processing of the product in Canada as far as possible.

—Canadian subsidiaries should carefully consider giving Canadians the opportunity to participate in their growth by giving them a chance to buy common stock in the Canadian company.

—Management decisions of American companies should give weight to Canadian interests whenever possible.

—Canadians should be encouraged and trained to take an increasing part in the management of the Canadian companies.

—Canadian representation on boards of directors should be encouraged.

—American companies with subsidiaries in Canada should apportion more evenly between the two countries such ancillary operations as product development, engineering, and research.

Mr. McLagan said that he could think of no better way in which a parent company could make for successful operation of its Canadian subsidiary and increase good will between the two countries than by applying these seven principles. He was glad to acknowledge that some companies were already moving along these lines.

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## Arthur Goldberg, Union Lawyer, Next U.S. Secretary of Labour

Arthur J. Goldberg, special counsel of the American Federation of Labor and Congress of Industrial Organizations, and general counsel of the United Steelworkers of America and of the AFL-CIO's Industrial Union Department, was chosen last month to become the United States Secretary of Labor.



## Members Approve Disaffiliation of B.C. Civil Service Association

A membership vote by the British Columbia Government Employees Association last month approved the severing of ties with the B.C. Federation of Labour.

The Association now plans to request re-instatement of the check-off of dues, abolished by the provincial Government in October after the Association voted in convention to continue affiliation with the Federation despite the latter's support of the new political party (L.G., Nov. 1960, p. 1113).

An overwhelming majority of members returned ballots favouring the disaffiliation, temporarily effected by the officers of the employees association after the check-off was withdrawn.

Arguments for and against affiliation were published in the Association's magazine prior to the vote. But even before the vote was taken, the Victoria local withdrew from the Victoria Labour Council.

In November 1959 the Civil Service Association of Alberta ended its affiliation with Alberta Federation of Labour because of the latter's backing of Canada's new party (L.G. 1959, p. 1251).

## GNP Up Slightly in 3rd Quarter After Decline in Second

The gross national product in the third quarter, at \$35,272 million, registered an advance of less than 0.5 per cent over the second quarter. In the second quarter, however, the gross national product fell by 1.5 per cent.

Because about half the gain was accounted for by a small rise in prices, the gross national product was very close to being the same as the second quarter. There was no change in employment between the two quarters.

There was a partial recovery in business activity, as a result of a sharp increase in exports—after the sudden decline in the second quarter—combined with firmer domestic demand.

Housing and construction turned up again in the third quarter after declining in the first and second quarters. Outlays for new machinery and equipment continued to decline, however.

Government expenditure on goods and services was also an important factor in the recovery in domestic demand. There was no increase in consumer expenditure; outlays for durable goods declined, and there was only a slight increase in outlays for non-durable goods.

The increase in exports and in domestic demand did not increase production but did cut present inventories. Inventory stocks were accumulating in the second quarter but showed a definite decrease in the third.

Aside from seasonal factors, employment remained the same in the third quarter. However, with the continuing growth of the labour force, unemployment rose from 6.9 per cent to 7.3 per cent of the labour force between the two quarters.

## CMA Recommends Reductions In Personal, Corporation Taxes

Corporation and personal incomes taxes are now too high for the long-term development of the economy and should be reduced as soon as possible. This was one of the main recommendations made by the Canadian Manufacturers' Association in its annual brief to the federal Government, submitted last month.

The brief also recommended:

—Tax incentives, including increased capital cost allowances, as a means of encouraging natural development and increased employment.

—Additional capital cost allowances for new industries beginning the manufacture of new products in Canada, and for existing industries that begin the manufacture of goods not formerly made in Canada.

—Tax adjustments to encourage exports and to stimulate research in Canada.

The Association recommended complete abolition of special excise taxes on automobiles, radios, cosmetics and a variety of other goods. Sales taxes levied on articles and materials that enter into the cost of producing goods should also be abolished, the CMA said.

The CMA expressed concern at the flood of competitive imported goods, and urged that at the 1961 GATT Tariff Conference no further tariff reductions should be made on manufactured goods of a kind now being produced in Canada, and that steps should be taken to remove restrictions on those tariff items on which reductions in duty negotiated at previous GATT conferences have resulted in "too large" a share of the Canadian market being supplied by imported goods.

The Association also suggested several alternative methods of controlling "excessive" imports into Canada in order to cope with the present serious unemployment situation, as well as the retention of the present system of Commonwealth preference.

# HOUSE OF COMMONS DEBATES

## A Guide to Items of Labour Interest in Hansard

**November 28**—*Discussions* in connection with the dispute between Canada's non-operating railway unions and the two major railroads described by the Prime Minister (p. 239). Hon. Lionel Chevrier and Hazen Argue comment on the statement.

*Bill C-44, to regulate extraprovincial transport* in order to obtain the maximum public benefit from a truly competitive enterprise system, introduced and read the first time (p. 244).

*Second reading given Bill C-40*, respecting loans to proprietors of small business enterprises for the improvement and modernization of equipment and premises (p. 251). House goes into committee for clause-by-clause study of the Bill (p. 274) but adjourns without question put.

**November 29**—*Bill C-40*, respecting loans to proprietors of small business enterprises for the improvement and modernization of equipment and premises, again considered in committee and reported (p. 297).

*Announcement of intention to introduce legislation* to prevent a railway strike until May 15, 1961 made by the Prime Minister (p. 310).

*Bill C-45 to provide for continuation of the operation of the railways*, introduced by the Minister of Labour and given first reading (p. 316).

**November 30**—*National Housing Loan Regulations* have been amended with a view to preventing racial or religious discrimination in the provision of housing accommodation under the National Housing Act, the Minister of Public Works announces (p. 339).

*Bill C-40* (loans to small business for improvements) read the third time and passed unanimously (p. 341).

*Second reading moved by the Minister of Labour of Bill C-45*, to provide for the continuation of railway operations (p. 345). During debate on the motion, the Leader of the Opposition moves an amendment that would kill the Bill (p. 348). After speech by D. M. Fisher (Port Arthur) (p. 351) and the Prime Minister (p. 354), the House adjourns without question put.

**December 1**—*Consideration continues of amendment to motion for second reading of Bill C-45* (continuation of railway operations). After speeches by the Prime Minister (p. 365), Hon. Paul Martin (p. 371), Walter Pitman (p. 376), Hon. J. W. Pickersgill (p. 377), Hazen Argue (p. 381), Hon. Lionel Chevrier (p. 385), Frank Howard (p. 389), and Harold Winch (p. 394), the

amendment is defeated 146 to 39. After a closing statement by the Minister of Labour (p. 401), the Bill is read the second time and the House goes into committee for clause-by-clause consideration (p. 402).

**December 2**—*Bill C-45* (continuation of railway operations) read the third time and passed (p. 444). Royal Assent given (p. 483).

*Consideration in committee* continues from November 25 of the resolution preceding introduction of a measure to provide federal contributions to provincial technical and vocational training programs (p. 464).

*Second reading moved of Bill C-9*, to amend the Canada Fair Employment Practices Act to extend its application to civil servants and other employees of the Crown (p. 476). The House adjourns without question put.

*Bill C-42 amending the National Housing Act* to allow extension of loan repayment periods given Royal Assent (p. 483).

**December 6**—*Resolution* preceding introduction of a measure to provide federal contributions to provincial technical and vocational training programs is concurred in and Bill C-49 read the first time (p. 532).

*Resolution* preceding introduction of a measure to establish a national productivity council is moved by the Minister of Trade and Commerce, who makes a statement on the proposed council (p. 505).

**December 7**—*Unemployment Assistance* payments to the provinces by the federal Government for the period January 1 to September 30 inclusive in the years 1957, 1958, 1959 and 1960 are listed in response to a question. The totals were \$4,643,950 in 1957; \$11,954,518 in 1958; \$22,821,864 in 1959; and \$35,119,950 in 1960 (p. 576).

*Second reading moved of Bill C-49* (federal contributions to provincial technical and vocational training programs) (p. 583). The House adjourns without question put.

**December 8**—*Letter containing proposals* of the federal Government respecting financing of the Columbia river development, sent December 6 to the Premier of British Columbia, is read to the House by the Minister of Finance (p. 608).

**December 9**—*Consideration continues of motion for second reading of Bill C-49*, respecting technical and vocational training assistance (p. 652). The motion is agreed to and the Bill is read the second time (p. 673). Progress reported in clause-by-clause consideration by the House in committee.

**December 12**—*Report on discussions in British Columbia respecting the Columbia river development project given by the Minister of Justice (p. 698).*

*Bill C-49 (technical and vocational training assistance) read the third time and passed (p. 704).*

*Following discussion at the resolution stage, Bill C-52, to provide for the establishment and operation of a national productivity council, introduced and given first reading (p. 714).*

**December 13**—*Legislation to establish a Canadian merchant marine is being prepared, the Minister of Transport affirms (p. 745).*

*Bill C-52, to establish a national productivity council, given second reading (p. 747; p. 769). "One of the more immediate effects of emphasis on higher productivity now would be accelerated automation resulting in fewer jobs, not more," says Miss Judy La Marsh (Niagara Falls) (p. 751).*

**December 14**—*Consideration in committee continues of Bill C-52 (national productivity council) is completed (p. 827). Third reading moved (p. 841). Amendment moved by Hon. Paul Martin to include the promotion of employment as one of the specific objects of the council (p. 842). The amendment is defeated (p. 860) and debate on the motion for third reading resumes but the House adjourns without question put.*

**December 16**—*Report on signing of a convention which establishes the Organization for Economic Co-operation and Development (O.E.C.D.) is made by the Minister of Finance, who, together with the Minister of Trade and Commerce, signed the convention for Canada (p. 865).*

*Dominion Coal Company has not changed its decision to close down its No. 4 coal mine at Cape Breton on January 14, the Minister of Mines and Technical Surveys replies to a question (p. 872).*

*The question of portable pensions is constantly under study by the federal Government, the Minister of National Health and Welfare informs a questioner (p. 875).*

*Bill C-52 (national productivity council) read the third time and passed (p. 875).*

**December 19**—*Statement on duty value modification respecting imported automobiles made by the Minister of National Revenue (p. 911).*

*Signing of hospital insurance agreement with Quebec announced by the Minister of National Health and Welfare (p. 912).*

*Satisfactory progress toward agreement on a final text of a treaty with the United States concerning development of the*

*Columbia River was made during talks in Washington on December 14, 15 and 16, the Minister of Justice reports (p. 916).*

*Federal Government's financial proposals for the Columbia river development are unacceptable to British Columbia, the Premier wrote on December 14; his letter is read to the House by the Minister of Finance (p. 917).*

*\$30,000,000 requested by the Minister of Labour in a supplementary estimate for the Municipal Winter Works Incentive Program (p. 950). The House adjourned before the question was put.*

**December 20**—*Contracts for construction of 91 small post office buildings have been awarded or advertised for public tender, the Minister of Public Works announces. The construction is part of the winter works program, he said (p. 974).*

*Request of the Minister of Labour for the provision of \$30,000,000 to finance the Municipal Winter Works Incentive Program again debated (p. 975). The resolution is approved (p. 985).*

*The supplementary Budget did not alter personal income tax. Corporation income tax of 21 per cent was extended to apply to first \$35,000 taxable income instead of first \$25,000. The Budget repealed the 4-per-cent surtax on investment from Canadian sources; did not change sales or excise taxes; accelerated depreciation for firms establishing in unemployment areas, or entering lines new to Canada; raised to 15 per cent principal withholding taxes on interest and dividends paid to foreign investors; imposed special 15-per-cent tax on profits of Canadian branches of non-resident corporations; made it necessary that investment companies obtain 75 per cent of revenues in dividends from Canadian corporations by 1963; made it necessary for pension plan trustees to derive 90 per cent of investment income from Canadian sources by 1963 to qualify for tax exemption; forecast deficit of \$286,000,000 compared with March forecast of \$12,000,000 surplus; allows university students to deduct tuition fees in computing income tax; provided for stopping circumvention of tariff protection; forecast that net imports of capital would be about \$1 billion, matched by similar excess of imports of goods and services over imports (p. 999).*

**December 21**—*The unemployed as a percentage of the labour force, annual averages 1949 and 1959 inclusive, is listed by the Minister of Trade and Commerce in reply to a question (p. 1026).*

*House adjourns for Christmas recess.*



# Sixth Meeting of the Advisory Committee on Professional Manpower

In training of engineers and scientists in Canada, emphasis should now be put on producing professionals of high calibre rather than on the numbers trained, delegates think. Hope to speed up survey for Register of Scientific Personnel

In the training of engineers and scientists in Canada the emphasis should now be on turning out professionals of high calibre rather than on the numbers trained. This was the view expressed by several of those participating in a panel discussion at the sixth meeting of the Advisory Committee on Professional Manpower, on December 12.

Problems encountered in the training of engineers and scientists, and the question of how the supply of such professionals should be adjusted to the demand were discussed by the Committee.

The meeting was attended by representatives of professional associations, industry, education, and of federal Government departments and Crown companies.

Dr. W. R. Dymond, Director of the Economics and Research Branch of the Department of Labour, was chairman of the meeting.

## J. P. Francis

Some of the measures taken by the Economics and Research Branch of the Department during the past year to make its Register of Scientific and Technical Personnel more complete were outlined by J. P. Francis, Chief of the Manpower Resources Division of the Branch.

His Division hopes, he said, to shorten still further the period required to conduct the survey of one third of the names in the register, which is carried out each year.

The main steps taken to make the Register more complete were: more effective arrangements with the universities to obtain information on science and engineering graduates, a review of the membership lists of many of the professional associations, obtaining from large employers lists of the engineers and scientists in their employ, and improved arrangements with the National Science Foundation and the Institute of International Education in the United States for keeping track of Canadian engineers and scientists working in that country, and Canadian students studying in American universities.

A system of periodic mailings to persons on the Register, which had been developed with the Queen's Printer, has also helped to keep addresses in the Register up to date, Mr. Francis said.

In 1959, the period required to complete the survey, which is carried out in three successive mailings, had been shortened to 14 weeks. But this year it was planned to carry out the survey in 10 weeks from the date of the first mailing to the time when preliminary tabulations were complete.

In 1960 each person to whom the questionnaire had been sent had received a short report of the survey findings. The response to this move was favourable, the speaker said, this year the advance report would be mailed out some time in April.

In the coming 1961 survey two kinds of information on salaries were being asked for. As in the past, there would be a question regarding earnings for the year; but the salary rate in January 1961 would also be asked for. It was hoped that tabulated information on the January 1961 salary rates would be ready by the middle of March.

Another point touched on by the speaker was the development of arrangements for making joint surveys by the Economics and Research Branch and some of the professional institutes. In 1959 a joint survey of this kind, carried out for the second time in conjunction with the Canadian Institute of Forestry, had resulted in a very high rate of response. In 1960 arrangements were made with the Royal Architectural Institute of Canada and the Chemical Institute of Canada for making similar joint surveys.

These joint surveys were considered to be a solution to the question of the duplication of effort involved in the sending out of similar questionnaires by more than one organization.

Referring to Canadian participation in some of the activities of the Organization for European Economic Co-operation (now being reorganized as the Organization for Economic Co-operation and Development) in connection with scientific and technical manpower, Mr. Francis said that one of the projects in which we have participated in the past, and will be working on in 1961, concerns a survey of past, present, and future requirements for and supplies of scientific and technical manpower. Work on a reply to a questionnaire in connection with this survey would be started early in 1961, he said.

The speaker also drew the delegates' attention to two new occupational monographs published by the Branch, one dealing with engineering as a career and the other with natural science. A filmstrip in colour that had been prepared for use in schools in conjunction with the first of these monographs was shown to the delegates during the conference.

In the discussion period that followed the address, one of the delegates asked what the policy of the Branch was regarding other professionals such as doctors, nurses, etc. The Chairman said that the Branch had no particular policy regarding the others, since no great interest had so far been expressed by other groups. Mr. Francis remarked that they lacked the resources to increase the coverage of the survey.

Another delegate said that a number of scientific groups were becoming more interested in technicians, and asked whether the Branch was concerned with this. The Chairman replied that they had been taking a lot of interest in technicians, and that they had thought of including some groups of them in the Register.

#### Prof. William Bruce

"It is impossible for the undergraduate engineering curriculum to keep pace with the tremendous growth and advances in technology by dealing with engineering techniques peculiar to a given field or specialty, particularly as these techniques are constantly changing and the specialities multiplying like rabbits," said Prof. William Bruce, Chairman of the Department of Mechanical Engineering at McGill University, who spoke on "Some Current Problems in the Education of Engineers in Canada."

To attempt to give this specialized training, Prof. Bruce continued, would mean having a multiplicity of "course packages." Under such circumstances as these, a realistic approach was being sought in the undergraduate curriculum "by placing emphasis upon the understanding and the use of mathematics, extending to quite high levels of complexity," he said.

Owing to the increasing refinement and intricacy of our technical devices and the constant search for new scientific facts, "the engineer must encompass a much more diverse and complex body of knowledge than ever before." To meet this situation the undergraduate curriculum is trying to develop an understanding of "the common language" mathematics, and an ability to use this instrument in conjunction with basic scientific principles, the speaker said.

"It cannot produce experts in any specialty, but rather by laying a good basic foundation it develops potential engineering talent."

Prof. Bruce referred to suggestions for lengthening the academic year, and to the argument that its present length was based on an agricultural economy in which young men were needed on the farm at seed time and harvest. He said, however, that the advantages of giving students a chance to gain practical experience during the holidays, and the fact "that learning is basically a physiological process and that there is a limit to the possible speed-up of physiological processes" should be kept in mind.

He expressed some doubt regarding suggestions for doubling the output of students, with two alternating groups of students, and the staff working "in some sort of round-robin manner." Both students and staff need time to reflect, he pointed out.

The speaker then spoke of the dilemma in which the universities were now placed, their need on the one hand to make room for increasing numbers of students, and on the other to avoid excessive dilution of the number of the teaching staff in relation to the number of students, to the detriment of the quality of education given.

#### Dr. P. H. Casselman

A short talk was given by Dr. P. H. Casselman, Chief, Professional Manpower Section, Economics and Research Branch, Department of Labour, on "Problems of Professional and Technical Manpower in the Far East."

Dr. Casselman has recently returned from a six-month mission, sponsored by the International Labour Office and the United Nations, to Thailand, Laos, South Vietnam and Cambodia. The purpose of the mission was to assess technical and manpower requirements during the next 15 to 20 years in connection with the development of the Mekong River basin. He gave an outline of conditions regarding professional manpower in that part of the world.

#### A. M. Sargent

A set of charts relating to the current labour market situation and the outlook for the employment of engineers and scientists was presented by A. M. Sargent, Economics and Research Branch.

The charts showed the growth of engineering employment in relation to the total labour force, and in the three main employment sectors of industry, colleges and universities, and government agencies. The

growth of engineering employment in industry was also analysed by certain main groups.

Other charts showed the proportion of the college-age population attending college, the proportion of college students enrolled in engineering, the numbers graduating in engineering, the net immigration of engineers, the trend of wages of the whole employed labour force and the trend of starting wages for engineers, numbers of engineers employed, and the new supply of engineers.

The period covered by the charts was from 1954 or 1955, and in some cases from 1951 or 1952, to 1960, with a forecast or projection for the coming years, where possible, generally up to and including 1963.

### Panel Discussion

"Are we training too many engineers and scientists? was the subject discussed by a panel of four members, with Dr. Dymond acting as chairman of the panel. The members were: F. L. W. McKim, Assistant Director of Administrative Services, National Research Council; W. F. McMullen, Engineering Personnel Manager, Canadian General Electric Co.; Dr. E. F. Sheffield, Canadian Universities Foundation; and L. M. Nadeau, Canadian Council of Professional Engineers.

Mr. McKim objected to the wording of the subject of the discussion. He said that most of the training of engineers and scientists was done by the universities according to the numbers who applied for the various courses, and he hoped that no student who had an interest in science or engineering would be deterred by any temporary drop in the demand for professional engineers or scientists.

Considering the need for industrial expansion all over the world, it was impossible for any country to train too many scientists and engineers, Mr. McKim contended. Even if a surplus did develop in one country it should be possible for qualified persons to move to other countries.

He emphasized that there was a scarcity of really able people in science. Employers should make up their minds what level of ability they required, and then consider what salaries were needed to attract the kind of people they wanted. If the future depended on creativeness, employers would have to be prepared to pay for creative ability.

Too much lip service was being done to the importance of research, and not enough was being done to make employment in research attractive, Mr. McKim thought.

The need for scientists and engineers should not be over-emphasized, however. Students should follow their own aptitudes and abilities.

Perhaps the most serious lack at present was in regard to high school teaching, and there was a shortage of able teachers in general, Mr. McKim said.

There was a great lack of guidance for students in the choice of a career, Mr. McMullen said. He had found that the great majority of students of engineering did not really know what an engineer does.

Speaking of his own firm, he said that their need was mainly for engineers and not for scientists. A high level of ability was needed in certain new developments in the industry. As to the future, the trend was to fewer engineers but engineers of a higher calibre. On the other hand, more technicians would be wanted. Computers would also take over some of the work now done by engineers.

He contrasted the high regard in which engineers—especially "diploma engineers"—were held in Europe with the lower esteem in which they were held in this country. "I think we are producing too many engineers, but too few good ones," Mr. McMullen said. Many who had been trained as engineers should have gone to an institute of technology instead.

Mr. Nadeau, who had to leave the conference, left a paper, which was read by Mr. Francis, in which he said that at one time, before World War II, he thought that the universities were producing too many engineers. Later, as an employer, he thought that they were not training enough engineers. His thought now was that the universities were producing about the right number.

There is now a surplus of engineers in Canada, but a severe shortage of technicians, which leads to the use of engineers in lower grade jobs, Mr. Nadeau said. There would be difficulty in finding jobs for all the engineers if engineers were not misused. Using them as draughtsmen, supervisors, etc., lowered the prestige of the profession. Computers would replace many engineers in routine functions, but more would be needed to develop, and supervise the use of the machines.

Engineers will be of vital importance if we are to remain competitive in world markets, Mr. Nadeau contended. We should think in terms of the needs of 1965 to 1980. We should not, however, attempt to control the output of engineers directly. If the question under debate were reworded to ask: Are we training too many engineers at the existing baccalaurean level, he would



say, yes. But we are not training enough of the highly qualified engineers that will be needed in the years to come.

He thought that the length of the course should be increased by at least one year, and the requirements should be tightened. Industry must make better use of engineers. The training of qualified engineering assistants should also be encouraged.

Dr. Sheffield asked whether the federal Government should be more direct in its control of needed manpower. He referred to the control over the training of students exercised by the government in the U.S.S.R. In the United Kingdom, he said, somewhat the same thing was accomplished, though in a much more subtle way. There, committees investigated the needs of the country for various kinds of skilled people. The government responded to the recommendations of these committees by putting up the money to develop the particular facilities needed. The universities had responded in their turn, but later they had decided that special emphasis was no longer needed.

In the United States, the National Defence Education Act 1958 was designed to stimulate the education of scientists and engineers. In Canada, the establishment of the National Research Council has encouraged the development of facilities and the training of scientists. Dr. Sheffield said, while national health grants were producing the same results in the health field. Finally, the

Canada Council was encouraging training in the arts. Courses offered in technological institutes stimulated the training of technicians.

But are we using these devices as effectively as we should and in the right places? he asked. Besides providing training, furnishing information about the country's needs was another way to stimulate the supply of trained manpower.

Private inquiry, Dr. Sheffield said, had shown that many sources of information regarding future demand for chemists, engineers, and teachers of science were available, but many agencies were not well informed as to what these sources were. He questioned also whether present information was sufficient to guide students and to indicate what training facilities were needed.

One fact that had emerged from this discussion, Dr. Dymond said in commenting on the views expressed by the panel members, was that this was a tremendously complicated question. The question arose whether the supply of professional manpower should be left to be decided by the choice of individuals or whether the social need should be considered. The point had been brought out, however, that there must be a relation between supply and demand.

Later he said that he did not know "whether our tools of prediction will allow us to tell people what to expect in the future."

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## A New Career For Women After 30

To obtain information about women who undertake professional training after age 30, necessary for evaluation of effects of their experience on educational and social practice, Women's Bureau conducts survey of such students in social work

To obtain information about women who undertake professional training after the age of 30, a prerequisite for any evaluation of their experience and its effects on educational and social practice, the Women's Bureau of the Department of Labour carried out an inquiry into the experience of such women who had taken professional social work training. A report of the inquiry has now been published under the title, *A New Career After 30*.

The survey demonstrated "the capability and promise of a group of women past 30 who were challenged to prepare for more productive work in the profession of their choice." To disregard the potential of such women, and of others in their age group who may not have had a university education, "is to limit individual growth and at

the same time lose to the nation a considerable resource of intelligent and dedicated womanpower," the report says.

Among the obstacles met by the women who replied to the questionnaire were the difficulty of the married women to cope with a full schedule of study along with the demands of home and family, and the temporary loss of income or pension entitlement.

Few married women with family responsibilities are able to give undivided time to work outside the home, the bulletin says. "If such women are to be enabled to make their contribution to the working world, adjustments are required of both the employing agency and the woman herself."

Too many women who re-enter the labour force or change their occupation

after the age of 30 disregard the importance of adequate preparation for a new career, it was found from the survey. "It may be fairly asked whether society values the potential contribution of such women highly enough to take the necessary steps to encourage and assist them... To do so would require re-orientation of vocational counselling and preparation for girls and women, and acceptance of the fact that the employment of women with family responsibilities requires adaptations such as part-time work schedules and supervised school lunches for children," the booklet asserts.

The inquiry took the form of a questionnaire sent out to a number of women whose names were supplied by eight schools of social work across Canada. These women were students who, since 1950-51, had undertaken training in social work at 30 years of age or over. Replies were received from 152 of them.

In the report the replies to the various questions asked are summarized, and an

appendix gives notes on the experience of several individual women.

Chapters in the report are headed: Introduction, The enquiry, The women who replied, How far they went in social work training, What happened to them after training, Why they chose social work, Advantages and disadvantages that they found, and Conclusions.

The appendix contains notes on the experience of a former teacher, a nurse, a former office worker, "one who had seen the results of war, one who had been prepared for social work by her religious experience and her profession, a mother who found a second career, a newcomer to Canada, and one who made the most of her opportunity."

The report was published in the hope that it "may be an encouragement to other women who are moved to similar undertakings and also that it may provide useful insights for those concerned with the education and recruitment of women for professional work."

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## Cost of Federal Social Welfare

Government contributory pension plan with graduated benefits could overcome most limitations of present employee plans, says Dr. R. M. Clarke of University of British Columbia in address on expenditures on six social welfare programs

A government, contributory pension plan with graduated benefits can overcome most of the limitations of present employee pension plans in providing substantial pensions for employees at retirement age, said Dr. Robert M. Clark, Associate Professor of Economics and Political Science, University of British Columbia, in an address to the 14th Annual Conference of the Canadian Tax Foundation, Toronto, 1960.

He was speaking on "Federal Government Expenditures on Social Welfare."

(Dr. Clark was appointed by the federal Government in January 1958 to make a study of pension plans in the United States that might be used in Canada. His report was tabled in the House of Commons on March 5, 1959.)

"If American experience with old-age, survivors, and disability insurance is a guide," he continued, "Canada could in a few years have a contributory pension program with graduated benefits covering 90 per cent of the population."

There are three major limitations of employee pension plans, which, although their coverage has increased rapidly in the past two decades and they are now operating

in establishments with about three million employees, cover only about 60 per cent of that number, Dr. Clark said.

The three limitations mentioned were: (1) coverage is incomplete, because the self-employed are excluded; many persons, under voluntary plans, decide not to participate; and some persons are excluded by age restrictions or by a waiting period; (2) vesting is inadequate, because in a typical employee pension plan the employee leaving before completing 10 years of service with an employer does not get back the employer's contribution; (3) the option of cash withdrawals on changing employers is exercised by the overwhelming majority of employees.

"The consequences of the last two limitations is that a substantial proportion of employees may work for a succession of employers with pension plans providing generous benefits for the long-term employee, and still reach retirement with a very meagre pension," he pointed out.

In addition to coverage of 90 per cent of the population, a government, contributory plan would presumably provide for immediate vesting and the option of taking

cash withdrawals would presumably not exist. "These points were accepted without significant controversy both in the United States and in the United Kingdom," Dr. Clark stated.

Benefits under a contributory pension program with graduated benefits, whether government or private, build up slowly. A government program can avoid a long period for maturity of benefits in only one of two ways, or a combination of them, the speaker said. One way is by the payment of large subsidies from the government's general revenues in the plan's early decades; the other is to require future generations of contributors to pay contributions at a substantially higher rate for a given level of benefits than the first two generations are required to pay. The inevitable price of both alternatives is higher taxes or contributions in the long run.

The disadvantages of employee pension plans can be overcome, as far as employees are concerned, by direct government regulation of the plans. Under the British North America Act, the provinces have the right to do this; but no provincial government has yet exercised this right, although the Premier of Ontario has appointed an advisory committee "to explore ways and means by which retirement pension plans can be made more effective, provide more security for our older people and minimize those inhibitions which militate against the employment of the older worker."

If the provinces enact regulatory legislation, "a very considerable part of the case for a contributory federal pension plan with graduated benefits disappears," Dr. Clark asserted.

Here he pointed out that the advantages of a government flat-rate pension plan were the obverse of those of the contributory plan with graduated benefits: a flat-rate plan does more to help those who most need help and does it at a much lower administrative cost.

Dr. Clark's remarks on pension plans came after he had speculated that "either next year or the year thereafter the present federal Government is likely to announce its intention of" raising the old age security pension, or introducing a system of flat

survivor benefits for widowed mothers, children dependent upon widowed mothers, and women becoming widowed at an age when it would be difficult for them to enter or re-enter the labour market, or introducing a contributory pension program with graduated benefits to supplement the present flat-rate benefit program.

A government, contributory pension plan with graduated benefits could be modelled on the American old-age, survivors and disability insurance program in not allowing contracting out (not permitting employers and employees to refrain from contributing where an existing employee pension plan is more generous) or modelled on the British National Insurance Act of 1959 in allowing contracting out.

There were so many variables involved in these alternatives that he had not attempted to predict the cost of any of them. He did, however, estimate the cost for 1961-62 of the federal Government's six social welfare programs: old-age security, family allowances, old-age assistance, blind persons' allowances, disabled persons' allowances, and unemployment assistance.

He estimated that in fiscal 1961-62 old age security would cost \$617 million, family allowances \$524 million, unemployment assistance \$47 million, old-age assistance \$31 million, disabled persons' allowances \$17 million and blind persons' allowances \$4 million, a total of \$1,240 million. This is an increase of \$84 million over total expenditures during fiscal 1959-60.

"The estimated cost of old-age security in 1961-62 is almost 50 per cent of the total cost to the federal Government of the six programs. Of the estimated increase of \$85 million, one half is for old-age security," he pointed out.

The "earmarked" contribution for old-age security should be more than sufficient to pay for the estimated costs in 1961-62. In 1960, for the first time, it was possible to finance old-age security pensions without dipping into consolidated revenue, he said.

But the remaining \$623 million of the estimated total expenditure in 1961-62 will have to come from consolidated revenue, Dr. Clark declared.



# Industrial Fatalities in Canada during the Third Quarter of 1960

Deaths from industrial accidents numbered 305 in third quarter, an increase of 37 from the previous quarter but a decrease of 84 from 1959's third quarter. As in second quarter, largest number of fatal accidents was in construction

There were 305\* industrial fatalities in Canada in the third quarter of 1960, according to the latest reports received by the Department of Labour. This is an increase of 37 from the previous quarter, in which 268 were recorded, including 48 in a supplementary list. In the third quarter of the previous year, 389 fatalities were recorded.

During the quarter under review, there were three accidents each resulting in the deaths of three or more persons.

On August 15, the pilot, a geologist and two of his assistants were killed when their aircraft crashed after taking off at Lorna Lake near Kamloops, B.C.

Three workmen removing stumps and roots from the bottom of a ravine at McBride, B.C., died of asphyxiation on September 7 when a mud slide buried them.

The pilot and two Quebec Provincial Police detectives were killed when their plane crashed a few minutes after taking off near Ste. Jovite, Que., on September 22.

Grouped by industries (see chart page 26), the largest number of fatalities—63—was recorded in construction: 28 each in buildings and structures and highways and bridges and 7 in other construction. For the same period last year, fatalities in this industry numbered 87: 48 in buildings and structures, 30 in highways and bridges and 9 in other construction. During 1960's second quarter, 48 fatalities were listed: 30 in buildings and structures, 10 in highways and bridges and 8 in other construction.

There were 50 fatalities in the mining industry during the quarter: 26 in metal mining, 10 in coal mining and 14 in non-metallic mineral mining. During 1959's third quarter, 39 fatalities were recorded of which 22 were in metal mining, 7 in coal mining and 10 in non-metallic mineral mining. Thirty-nine workers were killed in this industry in the second quarter of 1960:

26 in metal mining, 8 in coal mining and 5 in non-metallic mineral mining.

During the quarter, accidents in the transportation, storage and communications industry resulted in 49 deaths; of these, there were 16 each in railway transportation and local and highway transportation, 8 in water transportation, 5 in air transportation and 4 in storage. During the same period last year, 52 deaths were reported, 20 of which were in railway transportation, 18 in local and highway transportation and 2 each in air transportation, storage and communications. Accidents in this industry during April, May and June of 1960 caused the deaths of 33 workers; of these, there were 8 each in railway transportation and local and highway transportation, 7 in water transportation, 5 in air transportation, 3 in storage and 2 in communications.

Forty-three fatalities were recorded in manufacturing, of which 11 were in iron and steel products, 10 in wood products, 7 in paper products, 4 in foods and beverages, 3 each in transportation equipment and chemical products, and 2 in non-ferrous metal products. During 1959's third quarter, 68 fatalities were recorded in this industry, of which 19 were in iron and steel products,

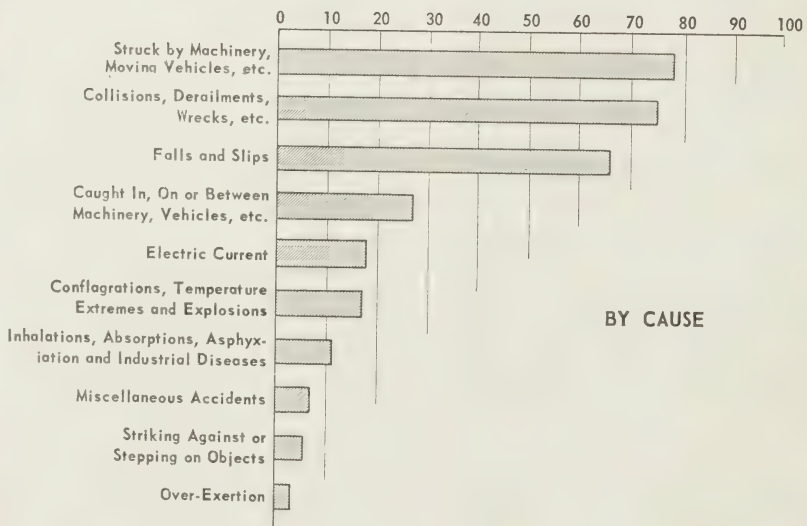
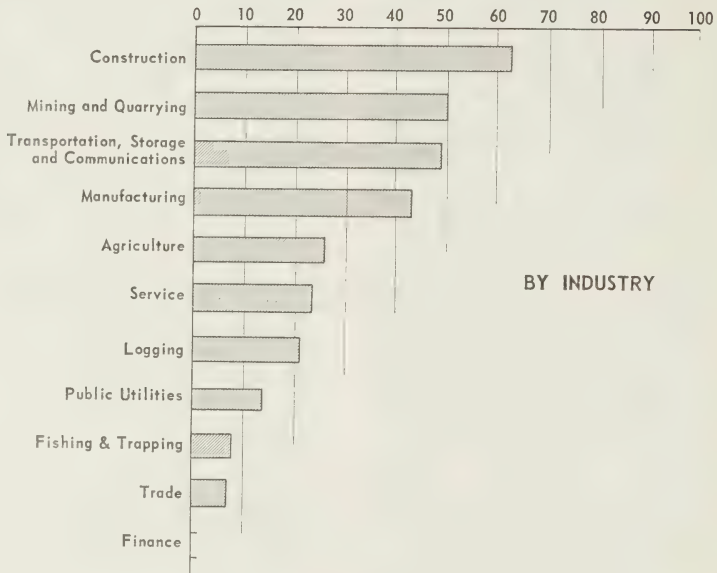
The industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries that are covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

\* See Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the third quarter of 1960 is probably greater than the figure now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 75 fatalities for which no official reports have been received, including 25 in agriculture alone.

# INDUSTRIAL FATALITIES IN CANADA

Third Quarter of 1960



Source: Economics and Research Branch, Department of Labour.

12 in wood products, 6 each in non-ferrous metal products and non-metallic mineral products and 5 each in transportation equipment and electrical apparatus products. During the second quarter of 1960, 32 fatalities were recorded; of these, 10 were in wood products, 6 in iron and steel products, 5 in paper products and 4 in non-metallic mineral products.

Twenty-six fatalities were recorded in agriculture, a decrease of 22 from the 48 that occurred during the same period in 1959 and an increase of 3 from the 23 listed during the second quarter of 1960.

An analysis of the causes of the 305 fatalities during the third quarter (see chart page 26) shows that 78 (26%) were under the heading "struck by", 13 were the result of being "struck by tools, machinery, cranes, etc.", 21 were caused by "moving vehicles" and 44 were in the category "other objects". "Collisions, derailments, wrecks, etc." were responsible

for 75 deaths: 28 from accidents involving automobiles and trucks, 33 tractors and loadmobiles, 9 aircraft, 14 railways and 1 involving watercraft. In the category "falls and slips", 66 fatalities were recorded, all but six of which were caused by falls to different levels. Twenty-seven fatalities were the result of being "caught in, on or between"; of these, the categories "hoisting or conveying apparatus" and "automobiles and trucks" had 6 each, 8 involved machinery and trains and other railway vehicles and 3 involved belts, pulleys, lines, chains, etc. Electric current was responsible for 18 deaths, 2 of which were caused by lightning.

By province of occurrence, the largest number of fatalities was in Ontario, where there were 107. In British Columbia, there were 51; in Quebec 44 and in Alberta 36.

During the quarter, 98 fatalities were recorded in July, 106 in August and 101 in September.

## Labour Legislation of the Past Decade - II

Second of series of articles reviewing developments in labour legislation in Canada in 1951-60 period concludes review of labour standards legislation and deals with enactments during past decade concerning private employment agencies

The Legislation Branch of the Department of Labour has prepared a review of developments in labour legislation in Canada in the past decade, to supplement the article "Fifty Years of Labour Legislation" that appeared in the 50th Anniversary Issue of the *LABOUR GAZETTE*. The review is being

published in instalments, of which this is the second.

The first instalment, which appeared in last month's issue, covered labour standards legislation. This instalment completes the review of labour standards legislation and deals with legislation concerning private employment agencies.

### Part 1 - Labour Standards (cont'd)

#### School Attendance and Employment of Young Persons

In the period under review, changes in school attendance laws and laws governing employment of young persons had the effect of fixing a higher age for compulsory school attendance in some provinces, and of strengthening the already considerable body of legislation for the protection of young workers.

##### School Attendance

Each province has a compulsory school attendance law requiring children to attend school up to 14, 15 or 16 years, as the case may be, unless they have reached a certain level of education, and prohibiting the employment of school-age children during school hours. In all cases, exemptions from school attendance are permitted in case

of illness, distance from school or lack of accommodation and, except in British Columbia, under specified conditions for home duties and for employment.

Between 1950 and 1960 the school-leaving age was raised in several jurisdictions. In Manitoba, a 1950 amendment to the School Attendance Act authorized a school board having an attendance officer to pass a by-law requiring attendance to the age of 16, instead of 15, as authorized under previous legislation. Where a higher age is not fixed, the school-leaving age in Manitoba is 14 years, but children between 14 and 16 must attend school if not regularly employed in industry, household duties or farm work. The minimum school-leaving age was raised from 14 to 15 years in New-



foundland in 1951, and in 1959 Prince Edward Island made it compulsory to send a child to school to the age of 16 rather than 15, as previously.

### Employment of Young Persons

In 1951, following the example of British Columbia and Prince Edward Island, Nova Scotia passed a general child labour law prohibiting employment of children below a specified age.

The Nova Scotia Employment of Children Act prohibits the employment of children under 14 in certain undesirable employments—manufacturing, ship-building, electrical works, construction, the forestry industry, garages and service stations, hotels and restaurants and the operation of elevators, theatres, dance halls, shooting-galleries, bowling-alleys, billiard and pool rooms. The Act also places restrictions on the employment of children in other occupations, providing that no child under 14 may be employed to do any work that is likely to be harmful to his health or normal development or such as to prejudice his attendance at school or capacity to benefit from school instruction.

In non-prohibited occupations, the hours of children under 14 years are limited to eight in a day when school is not in session and to three on a school day, unless an employment certificate has been granted. Work and school may not occupy more than eight hours of any day, and work between 10 p.m. and 6 a.m. is prohibited. (An employment certificate may be issued under the Education Act to a child over 13 years who satisfies the school board that he needs to go to work or who, in the board's opinion, will not profit from further schooling.)

In 1950, the Alberta Labour Act, which already prohibited the employment of a child under 15 in any factory, shop or office building (shop includes a hotel or restaurant), was amended to forbid work in any other employment by a child under 15 without the approval of the administrative board. Since 1957 the written consent of the parent or guardian has also been required. In 1954, an exemption was authorized for a child under 15 who is excused from school attendance for the purpose of securing vocational training through employment.

These restrictions on child employment were relaxed somewhat in 1957 by an amendment to the Act giving the Lieutenant-Governor in Council power to make regulations permitting the employment of children under 15 in specific occupations, subject to the protection afforded by the Child Welfare Act.

Under this authority, regulations were issued permitting the employment of a child over 12 in certain safe occupations under specific safeguards, namely, that the work should not be injurious to the child, that the parent or guardian should give written consent, that working hours should not exceed two on a school day or eight on any other day, and that no work should be performed after 8 p.m. If these conditions are met, a child may be employed in any of the following occupations: clerk in a retail store, delivery boy or girl for a retail store, vendor of newspapers and small wares, water boy on a construction project, clerk or messenger in an office, express or despatch messenger, shoe-shiner, gardener and landscaper.

In 1955, the coverage of the British Columbia Control of Employment of Children Act, enacted in 1944, was extended to the laundry, cleaning and dyeing industry. This Act, which prohibits the employment of children under 15 in specified industries or occupations except under permit from the Minister of Labour, applies to the main types of industrial and commercial employment, including shoe-shine stands, public places of amusement and service stations.

In 1957, when Manitoba consolidated its main labour laws into one statute, the Employment Standards Act, some changes were made in the provisions regulating the employment of young persons.

As before, the employment of a child under 15 was forbidden, except with a written permit from the Minister. The Act also stated that no child might be employed in such a manner, or upon such work or service, that his safety, health or moral well-being might be hurtfully affected.

With respect to factories, the minimum age for employment of boys was raised from 14 to 15, the age formerly set for girls; there is no provision for exemption by permit. Birth certificates are required for the employment of all adolescents under 18. Formerly, they had been required only up to the age of 16. In addition, the Lieutenant-Governor in Council was given authority to prohibit the employment of boys and girls under 18 (formerly, girls under 18, boys under 16) in a factory in which the work is considered dangerous or unhealthy.

Two provinces set higher age limits for underground work in mines. In 1951 in Newfoundland the minimum age for employment underground was raised from 13 to 18 years. In 1951 Nova Scotia raised the minimum age for underground work in metal mines from 16 to 18 years; in 1954,

in coal mines from 17 to 18 years. In New Brunswick, in 1955, in the first regulations made for metal mines, a minimum age of 18 years was set for employment underground.

### Family Allowances

The federal Family Allowances Act, 1944, which provides for the payment of a monthly allowance to every Canadian child up to his 16th birthday, is an effective means of

limiting employment of children and of ensuring school attendance. Payment of an allowance ceases when a child fails to attend school, and a child who is legally absent from school cannot work for wages and receive an allowance.

In 1957, the scale of payments under the Act was raised to \$6 a month for all children under 10 years of age, and \$8 for those between 10 and 16 years. Previously, the allowances were \$5, \$6, \$7 or \$8, depending on the age of the child.

### Protection of Wages

All provinces have statutory provisions designed to ensure that workers receive the wages due them. This is in addition to a considerable body of legislation (general wages Acts in three provinces, provisions of the Alberta Labour Act, provisions of Minimum Wage Acts and orders, the British Columbia Semi-monthly Payment of Wages Act) regulating the manner and frequency of payment of wages, the deductions that may be made from earnings, the furnishing of pay statements and other related matters.

With regard to the protection of wages, one province, Alberta, has wage security legislation to protect workmen against defaulting employers in two of its basic industries—coal mining and lumbering. Under federal fair wage legislation and similar legislation in five provinces applying to works of construction performed under Government contract, provision is made for the payment of wages to employees in case of default by the contractor from moneys in the hands of the Crown for securing the performance of the contract.

Five provinces, through Masters and Servants Acts or their more modern equivalent, Wages Recovery Acts, provide a summary procedure for the recovery of unpaid wages. In some jurisdictions there is special legislation giving priority to wage claims in bankruptcy (a purely federal matter), the voluntary winding-up of a company and similar eventualities. There is also legislation in most provinces protecting a portion of a worker's wages from attachment or assignment. A Mechanics' Lien Act in each province (provisions of the Civil Code in Quebec) gives "mechanics" and labourers a lien for work done in the erection of any building or the performance of any other work of construction. Several provinces also have Woodmen's Lien Acts.

In the period between 1950 and 1960, the Alberta wages security legislation was amended; the Saskatchewan, Alberta and Manitoba wages recovery Acts were revised; and the scope of the British Columbia Semi-

monthly Payment of Wages Act was extended to give additional protection to workers.

The Alberta Industrial Wages Security Act requires employers in the coal mining and lumbering industries to furnish wage security in the form of cash or bonds to the Minister of Labour before beginning operations each year. The amount of security normally required is the largest monthly payroll in the previous year of operation. An employer who has defaulted in the payment of wages may be required to furnish additional security. A defaulting employer who has been ordered by the Minister to cease operations, as provided for in Section 12 of the Act, must deposit twice the amount of his largest monthly payroll during the preceding year.

In 1951 the requirements of the Act were relaxed to some extent when it was provided that, at the Minister's discretion, the payment of security might be made in instalments. This amendment was designed to aid small operators who had a good record of compliance with the Act but who sometimes found it difficult to furnish the entire amount of the security before the beginning of their operations.

The Minister also has discretionary power to exempt an employer from liability to furnish security if the Provincial Auditor certifies that he is satisfied with the employer's financial position and ability to pay the wages of his employees. A 1960 amendment to the Act gave the Minister authority to waive the security provisions without a certificate if the employer has not defaulted on any wage payments for a period of three years immediately preceding the application for exemption.

Employers must make out monthly returns showing whether or not workmen have been paid in full. Where wages are owing to workmen, the security in the hands of the Minister is available for payment.

As previously indicated, five provinces—Alberta, British Columbia, Manitoba, Ontario and Saskatchewan—have Acts which provide for the collection of wages through the making of a complaint before a justice of the peace or a police magistrate. This procedure, first set out in the Masters and Servants Acts of the nineteenth century, involves only nominal costs and is a simpler and more direct remedy than an ordinary civil action.

The magistrate is authorized to conduct a hearing, summoning the employer to appear before him to answer the claim. In some provinces the claim may be investigated whether the employer appears or not. If the magistrate is satisfied that a proper claim exists, he may order payment by the employer of wage arrears and costs. In case of non-payment, the magistrate may issue a distress warrant for levying the wages and costs by seizure and sale of the employer's property.

Some of these Acts have not been changed for many years, and for that reason do not afford a practical means of redress to workers for unpaid wages under modern conditions. The maximum amount of wages that may be recovered in British Columbia under this procedure is \$50 and costs, and in Ontario \$200 and costs. However, during the fifties several provinces brought their Acts more into conformity with present-day conditions. In 1951 Saskatchewan replaced the Masters and Servants Act by the Wages Recovery Act, which in turn was replaced in 1957. Alberta passed a new Masters and Servants Act in 1954, and in 1960 Manitoba amended its Wages Recovery Act, raising the ceiling to enable claims up to \$500 to be handled by this summary procedure. The previous limit was \$200.

The Saskatchewan Wages Recovery Act of 1951 provided substantially the same procedure for the recovery of wages as the former Masters and Servants Act but the limit on the amount of wages that could be collected was raised to \$200. It had previously been \$100, with provision for the payment of an additional four weeks' wages in case of improper dismissal. In 1954 the ceiling was raised to \$400, and in 1957 it was increased to \$500 (plus costs). This limitation does not apply, however, to an employer who is subject to the Minimum Wage Act, which in effect means that the \$500 ceiling applies only in agriculture and one or two other types of employment.

In 1955 the Saskatchewan Act was amended to make it a more effective instrument for the recovery of wages by incorporating in it the procedure set out in other labour standards laws of the province for

the collection of wages by Department of Labour inspectors. These provisions permit the employer to make voluntary restitution of wages owing to an employee. If in the course of his regular duties an inspector finds that an employer has failed to pay wages due, he may determine the amount owing and, if the employer and employee agree as to the amount, the employer is required to pay the wages to the Deputy Minister of Labour within two days. The money is then payable to the employee but if he cannot be located, it is placed in a special account and, if not claimed within two years, becomes part of the Consolidated Revenue Fund. An employer who complies with these provisions is not liable to prosecution.

Unlike some of the other legislation, the Alberta Masters and Servants Act places a ceiling on the wage claims that may be heard by a magistrate. In 1954 this was set at six months' wages or \$500, whichever is the lesser. At the same time the same limit was placed on the amount of wages that a magistrate may order paid. The magistrate may direct payment of a further amount, not in excess of four weeks' wages or \$100, whichever is lesser, and costs for improper dismissal. Alternatively, he may order payment of whatever wages the employee would have earned between the date of his dismissal and the date of the determination of the complaint or \$100, whichever is lesser, and costs.

In Alberta, proceedings under the Act must be taken within six months after the termination of the employment or within six months after the last instalment of wages has become due, whichever is later. In Saskatchewan, the time-limit was extended in 1956 to one year after employment ceases or six months after the last instalment of wages has become due, whichever date is the later.

Most of the Acts provide for appeals. In Saskatchewan, a magistrate's order may be appealed to a judge of the District Court. In Manitoba, appeals are limited to cases where the amount in question is over \$20 or where the magistrate has taken into consideration loss or damage to the employer.

In British Columbia, the principal instrument for the recovery of unpaid wages is the Semi-monthly Payment of Wages Act, first enacted in 1917. This Act requires an employer to establish at least two regular pay-days per month. It provides further that each payment must cover all wages earned by the employee up to a day not more than eight days before the pay-day. On summary conviction, in addition to a fine, the Court may require the employer to pay to the



employee concerned all arrears of wages, and in default of payment may order sale of the goods and chattels of the employer by distress.

Already applicable to mining, manufacturing, logging, construction and the fishing industry, the Act was extended to cover hotels and catering in 1953. In 1957 its application was further widened to include a number of service industries and occupations, wholesale and retail trade, the transportation and taxicab industries and office occupations, the thought being that as far as possible all workers in the province should be covered by the Act. The Act does not cover any worker earning \$4,000 or more under a yearly contract.

### Notice on Termination of Employment

In 1951 Manitoba amended its Hours of Work Act to make it mandatory, in all industries except farming, for employers to serve notice of dismissal and for employees to give notice of termination of employment. Under these provisions, the amount of notice varies with the pay period, but, except in the case of a person paid less frequently than once a month, may not be less than one regular pay period. If employees are paid less often than once a month, reasonable notice must be given. Notice of termination is not required if an employee is hired for a fixed period.

In 1957, when these provisions were incorporated into the Employment Standards Act, two new provisions were introduced. One permits an employer to establish a practice under which he and his employees may agree to terminate employment with a shorter period of notice than that provided for in the Act. The practice will be considered officially adopted on the expiry of one month after the employees have been notified in writing, and by the posting of a notice, of the terms of the practice. New employees must be told of the practice when hired.

The other new provision established an alternative procedure for dealing with complaints that employment has been terminated without the proper statutory notice. Instead of initiating court action, an aggrieved person may make a written complaint to the Minister, who may look into the facts himself or refer the matter to the Manitoba Labour Board. If the person charged does not admit that he failed to give notice, a hearing may be held, after which the Minister or Board may dismiss the charge or make a declaration stating the amount of money due. An appeal may be made to a magistrate against such a declaration

For most of the occupations and industries now under the Act a requirement that wages are to be paid at least as often as semi-monthly is also set out in minimum wage orders. Under a minimum wage order, however, only the minimum wage and not regular pay may be recovered.

In mines under the Coal Mines Regulations Act payment must be made on Saturday and not less often than every fortnight.

In British Columbia, as in several other provinces, an action against an employer for arrears of wages must be brought within six months after the date of the alleged offence.

within 30 days. The magistrate may reverse, amend or cancel any order and his decision is final.

The only other provinces to make statutory provision regarding notice on termination of employment are Saskatchewan and Quebec.

In Saskatchewan, provisions requiring employers to give notice are contained in the Minimum Wage Act. These forbid an employer to discharge or lay off an employee who has been in his service for three months or more without giving him at least one week's written notice. "Lay-off" is defined as a temporary dispensation by an employer with the services of an employee for a period exceeding six consecutive days. One week's wages may be given in lieu of notice. This requirement applies to all occupations except farm labour and domestic service.

In respect of the period of notice, the employer must pay to the employee his actual earnings during the week or a week's normal wage, exclusive of overtime, whichever is greater. Where an employee's wages vary from week to week, his average weekly wages, excluding overtime, for the preceding four-week period may be taken as his normal wages.

In Quebec, under Section 1668 of the Civil Code, a domestic servant, journeyman or labourer engaged by the week, month or year who intends to leave his employment must give a week's notice if hired by the week, two weeks if by the month, and a month's notice if by the year. The employer must give similar notice where an employee's services are no longer required. However, a worker may be discharged without notice if he is paid the full amount

of wages to which he would have been entitled had the required notice been given.

Some decrees under the Quebec Collective Agreement Act require the giving of notice on termination of employment.

In the other seven provinces, the common law principle that either party is entitled to "reasonable" notice is generally followed. What is reasonable is usually determined by the pay period.

## Fair Wages

During the 1951-1960 period, British Columbia revised its fair wage legislation, the legislation enacted to ensure the payment of fair wages on government contracts. New Brunswick adopted a fair wage law and the federal Government amended the regulations under the Fair Wages and Hours of Labour Act.

No new principles were introduced, however. The basic philosophy of this type of legislation is that workers engaged in government construction work should be paid such wages as are generally accepted as current in the district.

In 1951 British Columbia passed the Public Works Fair Wages and Conditions of Employment Act, which incorporated the fair wage policy first adopted by a resolution of the Legislature in 1900 and the provisions of the former Public Works Wages Act, which was designed to ensure the carrying out of the fair wage policy by empowering the Government to withhold any payments due to a contractor who had failed to pay proper wages.

Under this Act, all persons employed by a contractor or subcontractor on Government construction work must be paid "fair wages" and their working hours may not exceed eight in a day and 44 in a week, except in emergencies. The same conditions must be observed on public works subsidized by the Government.

"Fair wages and conditions of employment" are defined as the wages and conditions of employment that are generally accepted as current for workmen in the district in which the work is being performed. If the work is to be carried out in a district where no current wages or labour conditions have been established, the Minister of Labour may set the rates of wages and conditions under which persons working on the contract are to be employed. Any dispute as to what wages are to be accepted as current may be referred to the Minister for settlement.

One of the major changes made by the new Act was to centralize the fair wage policy for public works contracts in the Department of Labour. Under the previous legislation, wage clauses had been inserted in public works contracts by the contracting department, which was also responsible for their enforcement. The responsibility of

determining what was a fair wage had been left to the Department of Labour. Under the present Act, responsibility for administration rests entirely with the Department of Labour.

The Minister may require a contractor to file with him, not later than the 15th day of each month, a list of his workmen, showing their wage rates, and the amounts paid and owing to each employee for the previous month. An employer who fails to submit the required information is liable to a penalty. The Minister, however, may waive this penalty or reduce the amount as he sees fit.

The New Brunswick Fair Wages and Hours of Labour Act, which was enacted in 1953, also requires contractors and subcontractors engaged in construction work for the provincial Government to pay their employees "fair wages". By "fair wages" is meant the current wages paid to other workmen performing the same class of work in the same district.

As under the British Columbia Act, a contractor must observe an eight-hour day and a 44-hour week. Apart from the hours set in industrial standards schedules, which cover only designated trades in a few areas, this is the only legal limitation on hours of male employees in New Brunswick. Hours may be extended only with the permission of the Lieutenant-Governor in Council or where an emergency is declared by the Minister. The Lieutenant-Governor in Council has authority to fix an overtime rate in such cases.

A government department or Crown corporation contemplating the letting of a contract must advise the Minister of Labour of the nature of the work and the classes of employees likely to be employed. It is the Minister's responsibility to prepare fair wage schedules that will apply to the work to be done. If the same class of work is not being performed locally, the Minister may prepare minimum wage schedules instead.

As is the practice in other jurisdictions, the contractor is required to post fair wage schedules and to keep records of wages. Departmental inspectors inspect public works projects and if any violations are disclosed may direct payment of wages due. If necessary, the Minister may withhold up to 25 per cent of the payments owing or such

lesser amount as he deems sufficient to satisfy the wage claim. Before final settlement, the contractor is required to submit a sworn statement that wage rates have been in accordance with the schedule and that no wages are in arrears.

In 1960, the regulations under the federal Fair Wages and Hours of Labour Act were amended by the addition of a new provision regarding overtime. Unless the Minister of Labour orders otherwise, employees working

on federal Government construction contracts must be paid time and one-half the wage required to be paid under the contract for hours worked beyond the 44-hour weekly limit set by the Act. This premium rate is also payable for all hours worked in excess of eight in a day, if the Minister so orders. Previously, no specific overtime rate had been set, but the Minister had authority to set an overtime rate under special circumstances.

## Part 2 - Private Employment Agencies

In the past decade, Manitoba, British Columbia and Ontario replaced their legislation dealing with private employment agencies to take changing conditions into account. All three new Acts provided for government regulation of employment agencies in order to prevent abuses.

Manitoba's former legislation, first enacted in 1918, had provided for the establishment of a Government Employment Bureau and prohibited the operation of any private fee-charging agency. In 1950 provisions regarding the Government Employment Bureau were repealed in view of the operation in the province of offices of the National Employment Service set up under the federal Unemployment Insurance Act, and a new statute, the Employment Services Act, was enacted. It provides that every employment agency operated by a person, association or municipal or other corporation must be licensed by the Department of Labour, whether or not it charges a fee, and the licence must be renewed annually.

The earlier legislation in British Columbia and Ontario, also passed between 1910 and 1920, provided for the licensing of private employment agencies. In other provinces laws were enacted in the same period prohibiting the operation of private fee-charging employment agencies altogether. Such laws are still on the statute books in Alberta, New Brunswick, Nova Scotia and Saskatchewan. In Quebec, the first such law, passed in 1910, provided for a Provincial Employment Service, and prohibited the operation of any private agency without a licence. The Provincial Employment Service has been continued. Services to job seekers and employers are provided free of charge.

British Columbia replaced its legislation in 1955. The Employment Agencies Act enacted in that year requires employment agencies to register annually with the Department of Labour, and prohibits an agency from charging any person seeking employment a fee for procuring employment for him or for providing him with information regarding employment.

As a result of considerable criticism of private employment agencies in the late 1950's, Ontario repealed its legislation in 1960 and enacted a new statute, the Employment Agencies Act. The Act provides for government supervision of all employment agencies, through the requirement that every agency, including any person carrying on a counselling or aptitude-testing service, must obtain a yearly licence from the Department of Labour.

The Employment Agencies Act provides only a framework of rules for the licensing and supervision of employment agencies, leaving more detailed requirements to be prescribed by regulation. Among the matters to be dealt with by regulation are the qualifications of applicants for licences, the fee that may be charged by employment agencies, and provision for inspection.

With respect to the qualifications required of an applicant for a licence, the Act lays down the general criteria that an applicant must pay a licence fee, furnish security and satisfy the Supervisor of Employment Agencies (the licensing authority) that he is "worthy of public confidence". Where, after a hearing, a licence is refused, suspended or revoked, an appeal may be lodged in the County or District Court.

Like some of the earlier legislation, the Manitoba and British Columbia Acts permit some exceptions, exempting registered trade schools which try to secure employment for their students, and agencies which operate for the sole purpose of hiring employees for one employer. Trade unions are also exempted in British Columbia.

In British Columbia and Manitoba, an employment agency is prohibited from sending any person seeking work to any place of employment where a legal strike or lockout is in progress without informing him of the fact.

The British Columbia legislation contains definite requirements concerning the keeping of records and makes provision for

*(Continued on page 40)*



## Employment Adequacy of Older Persons

Many older workers can and do perform successfully far into advanced years but with advancing years kind of jobs they can hold down will change and range of jobs they can do will narrow, says Ewan Clague, U.S. Bureau of Labor Statistics

Many older workers can and do perform successfully far into advanced years; the kind of jobs they can hold down will change with advancing age, and the workers must therefore shift jobs and occupations in order to continue to be effective workers; and, "with advancing age, the range of jobs that can be performed successfully becomes narrower and more limited; so, there is a need for a constant matching process by which the useful powers of the aging worker can be fitted into jobs that he can perform well," said Ewan Clague, Commissioner of Labor Statistics, United States Department of Labor, in an address to the 10th Anniversary Meeting of the National Committee on the Aging.

"Industry in general does a good job of protecting older workers who are already employed," he said, and pointed to statistics derived from a study by his Bureau of the installation of electronic data processing in 20 offices. The results of the study were published in a bulletin, *Adjustments to the Introduction of Office Automation*.

About 2,800 employees were in the units affected by the new electronic data processing; 1,500 of them had no change at all in their jobs; nearly 900 had their positions changed, either through reassignment within the unit or through transfer to other units of the company. The remaining 400 left the companies, about three fourths of them by quitting and the others by retirement, death or layoff; only nine were laid off.

Slightly less than half of the workers under age 45 were kept in their old positions; nearly 70 per cent of the workers over age 45 were retained. One third of the younger group were reassigned or transferred compared with one fourth of the older group. Nearly 18 per cent of the younger group were separated, only 7 per cent of the older group. The greater majority of the older group who were separated retired, less than 1 per cent were voluntary quits, and none of this group was laid off.

The Commissioner enumerated three dimensions of the older worker problem. First, people are different: some older workers are excellent, some just good, and some aren't good. "Perhaps the last group never were very good. If they weren't good workers in their thirties, why should we expect them to be so in their sixties?"

Second, as there are differences among workers, so there are differences among jobs, in the qualifications and requirements needed to perform them satisfactorily. Older workers cannot, any more than younger workers, perform adequately in any job that happens to be open, Mr. Clague pointed out. "If the job is different from those he has held before, it may be quite beyond the range of his capabilities."

This brings up the third dimension: change over time, both in a man's abilities and in the job. A man can work and earn a living in any one of the three ages of the working man—18-45, 45-65, 65 and over—"but it is a rare individual who can perform at high-level competence in all three periods in the same occupation . . ."

To make it more complicated, new materials, new inventions and new methods all produce changes in the work to be performed.

Many workers are in jobs that will require substantial readjustment when they are about age 45, because the type of work in which they are successful in their younger years will not be available to them after they have reached their physical peak. These workers may need to take training or retraining, or further education, or make other readjustments to enable them to hold down a new job or occupation.

As for the worker beyond age 65, the fact that a person is old does not constitute evidence that he cannot work successfully, but it is equally true that his declining capacities are continually narrowing the fields in which he can work.

"So the problem of the older worker in general is that they face the prospect of having to adjust their declining capacities to new and different jobs and occupations," which means periodic shifting, of men and jobs.

Here Mr. Clague quoted U.S. Secretary of Labor James P. Mitchell:

"Employment policies in America must be based on the individual, not on any group myth. The nation must not be deprived of an invaluable resource, the proven ability of its older workers, at a time when we are in a global economic contest."

## Continuing Education for Women

Most women, like men, complete their education or vocational training before entering the labour force as youthful workers, but most women work for only a few years following their schooling then quit the labour force for 15 years

Most women, like men, complete their education or vocational training before entering the labor force as youthful workers. But most women work only a few years following school, then drop out of the labor force for 15 to 20 years while rearing a family. Family and home management could be construed as job experience only in a limited number of fields—possibly including nursing, dietetics, and hotel management; skills once learned in other fields rarely survive 20 years of cold storage. Therefore, some writers suggest that a new approach to vocational education of women appears necessary; young women might be counselled to acquire skills which will keep; higher education might be delayed until just before re-entry into the market; refresher courses or intermittent work experience might be offered to women during their housebound years.<sup>1</sup>

Some of these newer approaches are illustrated by experiments in continuing education for women recently developed in a number of universities in the United States.

Late in 1959, with the aid of the Ford Foundation, a pilot project was launched at Douglass College of Rutgers, the State University of New Jersey, to test ways and means of retraining women for professional work after their children are grown. Initially, efforts are being centred on tutoring former housewives for jobs in the field of mathematics; later, studies will be extended into other fields.

A comprehensive program for the continuing education of women at the University of Minnesota is a first attempt to use all the resources of a university to fit the life cycle and time-table of adult women. Special scheduling of courses and experimental teaching methods are being tried, at first in courses of special interest to women in two categories—homemakers, housebound by family responsibilities who wish to complete a university degree and employed women whose primary interest is cultural growth.

About 190 students registered up to the fall of 1960. Their ages range from 18 to 62; some are single while one woman has a husband and seven children. Their educational backgrounds vary from high school graduation to some work toward a PhD. Their ambitions are equally varied. Personal enrichment, vocational upgrading, bachelor's

degrees, higher degrees and career changes are all frequently mentioned.

Another goal is to help all under-graduate students prepare for lives that will include a career, marriage and responsibilities to the community. Since this goal conflicts with traditional attitudes, group discussions rather than the lecture method have been adopted in the class room. The response has been enthusiastic; senior students have commented that they have never before had a chance to think out these questions under the guidance of a trained person.

The Institute of Independent Study, to be inaugurated at Radcliffe College, Harvard University, in the fall of 1961, is designed to give highly educated women new opportunities and a professional outlet for their talents.

One group of women, to be called "associate scholars", most of them PhDs, will be required to show that they have in mind "purposeful activity in a specific field of work." Twenty "scholars" are to be selected in 1961 and paid \$3,000 a year for part-time attendance at the Institute. It is expected that most of them will be talented women whose careers have been interrupted by marriage or some other circumstance, and who find it difficult, if not impossible, to return to sustained intellectual activity. The Institute will assure them time free from personal pressures and obligations, a place to work, all the facilities of a great university, and the companionship and guidance of renowned authorities in many fields.

In addition to the "associate scholars," it is also intended to bring together a smaller group of distinguished women who have already done notable scholarly or creative work. Known as "resident fellows," they will come from any part of the world and live at the college for periods of from one to five years, having the opportunity to pursue some long-range research or artistic project they might not otherwise be able to enter upon. It is also hoped that they will act as a subtle but powerful force in the lives of undergraduate and graduate students, by giving them a longer view of their own future. These women will be paid \$10,000 a year.

1. *The Changing Woman Worker* by Georgina M. Smith, Institute of Management and Labor Relations, Rutgers 1960, page 14.

## 50 Years Ago This Month

Edmonton Trades and Labour Council requests investigation of conditions in the construction camps along route of Grand Trunk Pacific Railway west of the city and F. J. Plant of the Department of Labour sent to investigate the complaints

Bad living conditions and prevalence of typhoid fever in the construction camps along the line of the Grand Trunk Pacific Railway west of Edmonton, insufficient food and poor accommodation for the men while en route to their place of employment, and delay in paying those who had been laid off or had quit their jobs were complained about in a letter from the Edmonton Trades and Labour Council received by the Minister of Labour on October 10, 1910.

The letter referred to "disgraceful" conditions, which had been "going from bad to worse for some months;" an epidemic of typhoid fever that had been going on in the camps all the summer, and from which "many men have died;" and "scores of cases" in which the Board of United Aids in Edmonton had had to advance money to men to tide them over until their pay cheques came.

The letter asked for a thorough investigation of the matter by the Department. The Secretary of the Trades and Labour Congress of Canada, P. M. Draper, also wrote to the Minister on October 19 supporting the request for an inquiry.

As a result of these representations, an officer of the Department, F. J. Plant, was sent to Edmonton to investigate the complaints. His report was published in full in the *LABOUR GAZETTE* of January 1911.

Mr. Plant stayed in Edmonton from November 16 until November 21 making inquiries and interviewing a number of persons, then went to Wolf Creek, 117 miles further west. There he first visited the main offices of the contractors for the mountain division of the GTP, and then went on to see the camps for himself.

Besides making a thorough inspection of the camps, he had meals with the men during his stay. As a result of his investigations he decided that there was nothing to support any serious complaints about living conditions.

Mr. Plant next investigated the complaints about inadequacy of food and accommodation on the train from Winnipeg to the place where the work was going on, a journey that took about two days. He found that the men were commonly hired through employment agencies in Winnipeg and else-

where; had their train fare of \$10 advanced to them, to be deducted from their first month's pay; and were expected to provide themselves with food for the trip.

The fact that a good many of the men had not provided themselves with food was apparently the chief cause of hardship on the trip. Although there was a good deal of testimony to the effect that the men had been warned that they must supply their own food, many contended that they had not understood this.

An employee of the contractors who accompanied the men on these trips stated that he told the men to bring food with them. Many had done so, he said; but others had bottles of liquor, which, the report said, "they claimed were all they desired."

The report said that the proper way would be to provide food for the men when a journey took more than two days. It also advised that the men's baggage be checked at the beginning of the journey and given to the owners at their destination. This, it was suggested, would help to prevent desertion en route, which the employers complained was common. One of the men's complaints was that they were locked in the train at Edmonton station. This, the railway company said, was to prevent them from "being left behind."

On investigation, Mr. Plant found that the complaints of delay in paying wages of men who had left the work applied to the Grand Trunk Railway, which was doing the track-laying and ballasting, and not to the contractors, who were responsible for the grading. The delays appeared to be partly due to the company's cumbersome method of payment.

Investigating the complaints of typhoid fever, Mr. Plant found that out of 60 cases brought to hospitals in Edmonton during August, September and October, only 14 patients were men who had been working on the railway.

Visiting the hospitals set up to serve the camps, he found that from April 1 to November 25, 1910, there had been 253 fever cases, of which 25 had been fatal.

To put the matter in perspective, the report pointed out that during this period there had been an average of about 2,500 men in the camps at all times, and a turnover of about 10,000.



## INTERNATIONAL LABOUR ORGANIZATION

### Investment in Training and Education Said Urgently Needed for World Peace

ILO Director-General says training in skills together with education to equip peoples of developing nations with capacity to understand the changes going on are of first importance and cannot await a solution of problem of disarmament

Education and training, coupled with an adequate understanding of the changes going on in the world, are of "the first importance at the present phase of world development," especially in the underdeveloped countries of the world, David A. Morse, Director-General of the International Labour Office, told delegates to the international congress marking the 80th anniversary of the Organization for Rehabilitation through Training.

A massive investment in training and education is urgently needed to overcome the threats to world peace and cannot await solution of the intricate problem of disarmament, Mr. Morse declared.

Attempts at industrialization of the underdeveloped countries without proper consideration of the human factor in that development could lead to dislocation and disorder, he said.

There were two parts to the problem: First, people must be equipped with the necessary skills—mechanical, scientific and technical knowledge. "It is estimated," said Mr. Morse, "that the underdeveloped countries need quickly an additional one million highly trained technicians, administrators and managers—what we would call 'strategic manpower'—if they are to be able to absorb investment adequate to maintain an acceptable minimum of economic growth, a minimum which would insure that production keeps a little ahead of population growth.

"This requires a massive investment in training and education. Moreover, to this is to be added the need for many more millions of skilled workers whose training must be organized."

The second part of the problem, Mr. Morse pointed out, is that people must be equipped with the capacity to understand the changes going on around them constantly, to make themselves a conscious part of the process of change, and to build

together the kind of institutions through which they can control and channel economic growth.

"A purely technical education alone is not enough. Indeed, it may be a dangerous thing if not balanced by a social education which gives a better understanding of the new world technology is helping to create."

Mr. Morse said that new forms of human co-operation need to be developed: the institutions of an industrial society—trade unions, industrial organization, the structure of industrial relations, a new organization of social security.

In this there is no universal pattern to be followed; each people must work out its own course. "But education is the root of the capacity for any people to work out its own salvation.

"Without a sound basis of social education among its leaders," continued the speaker, "any community whose traditional way of life is disturbed by new forces will fall into the void of unreason, fantasy and violence. Social education is today, in my view, the most essential underpinning for the growth of freedom in the newly-emerging countries."

Mr. Morse described as "one of the great revolutionary acts of our time" the decision of the major industrial powers to share their wealth and knowledge with the developing countries in a program of aid for economic development.

But the "great and immediate" changes brought about by the programs "strain the fabric of stability, peace and freedom. Great expectations of a better future have been aroused among the peoples of the underdeveloped countries; yet the means of fulfilling these expectations have not yet been created . . .

"This is why education and training are of first importance at the present time."

# The Trade Union Situation in the United States

"The trade union movement in the United States is a strong force in the economic, social and political life of the community. With few exceptions trade union rights are secure and freedom of association is a reality." This was one of the findings of a mission sent by the International Labour Organization to study freedom of association in the United States, the report of which has just been published.

The mission was one of a series that has been undertaken by the ILO, in accordance with a decision of the ILO Governing Body in March 1958 (L.G. 1958, p. 385), to provide for a continuing survey of conditions relating to freedom of association in member states. The surveys are being made on the spot at the invitation of the governments of member countries, and the United States was the first country to invite the ILO to make such a survey.

The mission, headed by John Price, Chief of the Freedom of Association Survey Division of the ILO and Special Assistant to the ILO Director-General, was in the United States from March to June 1959. It spent some time in Washington and New York, and visited 21 other cities in 12 states.

It met officials of government agencies, trade union leaders and members, leaders and members of employers' organizations, labour arbitrators, university professors, journalists, and others; visited factories; attended union meetings; and was present at meetings of congressional commissions.

The mission's report, pointing out that the nature of the trade union movement in any country can be understood only as part of that country's national life, emphasized that "one of the important things to remember about the American trade unions is that they are American."

American trade union membership amounts to some 18,000,000—about a third of the non-agricultural working force—organized in nearly 80,000 local unions, most of which belong to national unions covering a particular occupation or industry, the report states. There are nearly 200 of these national organizations, most of which are affiliated with a single federation, the AFL-CIO.

The report contains a thorough analysis of American labour legislation, but it points out that it is not easy to give a clear picture of the law relating to freedom of association owing to its extent and the various jurisdictions involved.

Although the mission believed that the trade union movement in the United States had grown to its present position of power

and influence "largely with the aid and stimulus which the laws have provided," it raised the question of how far freedom of association is adequately protected by the law in its present form.

The report states that "the law certainly lays down the principle of freedom of association and establishes machinery for its protection," but it notes the contention of the unions that it does not fully safeguard freedom of association in practice.

A chapter in the report is devoted to labour-management relations and the attitude of employers toward the trade unions. The question is how far attempts by employers to restrict union activities are attacks on the unions' existence, and how far merely part of management's resistance to claims for increased wages and benefits.

Regarding the right of association and trade union freedoms, the mission believes that the employers do not now object to these rights, and it remarks that both the Chamber of Commerce and the National Association of Manufacturers advocate full recognition of the right to organize.

The report adds that the employers' efforts have the twofold aim of containing the growth of the power of the unions, and of circumscribing the unions' activities in order to protect themselves against certain abuses they complain of, and against encroachments on what they consider their prerogatives.

A chapter of the report is devoted to the question of the extent to which the individual member is free to take part in the life of his union, to elect his own representatives, and to take a share in framing the union's policies and aims. It examines conditions of membership, union democracy and corrupt practices. In general, the mission found that limitations by unions on the right to join a union were exceptional.

Regarding union democracy, the facts show that the American labour movement is a democratic one, the mission says. Although instances of proven corruption on the part of a number of union officials have occurred, the extent of corrupt practices in the American labour movement appears to be relatively small.

"The existence of a powerful American trade union movement is a fact. Its participation in all phases of American life, although not uncriticized, is not in danger," the report concludes. The existence of a powerful body of trade unionists is itself a bulwark protecting the right to organize against attacks from any quarter.

## The Trade Union Situation in the U.S.S.R.

"While carrying out their functions in regard to planning and organizing of production, and while continuing their efforts for the protection and welfare of the workers, the unions remain one of the pillars of the Soviet system," says the report of the ILO mission to study freedom of association in the Soviet Union. The report has just been published.

The mission, one of the same series as that sent to the United States (see facing page), was in the Soviet Union from August 24 until October 23, 1959. The head of the mission, John Price, who also headed the mission to the United States, visited Russia again for two weeks in August 1960.

The mission met government officials, leaders and members of trade unions, directors of industrial enterprises, and others; visited factories, state and collective farms, and numerous trade union social institutions—palaces of culture, sanatoria, etc.—and attended trade union meetings.

At the beginning of its report the mission says that the structure, functions and rights of the Soviet trade unions cannot be properly appreciated unless the economic, political and social structure of the Soviet is taken into account, and "the situation of the Soviet trade unions can only be clearly understood if the differences between the conditions of private capitalism and those of the Soviet state are considered."

The report adds: "The fact that private ownership of the means of production has been abolished is, in the Soviet view, of cardinal importance for an understanding of the situation of the Soviet trade unions and of the problem of freedom of association..."

Every worker in the Soviet Union is held to be participating in a common effort to raise the standards of living for everybody. His private interests and the sectional interests of his industry or locality are supposed to be submerged in those of the country as a whole.

In examining the place of the unions in the Soviet system today, the mission says: "To the Soviet mind, the nature of the relations between the Communist Party and the trade unions rules out any idea of subordination imposed from above. The Party exercises its influence on trade unions through members of the unions who are also members of the Party..."

The report adds that "The performance by the unions of major functions of a public character is not supposed to affect the independence of the union movement vis-a-

vis the Government or the free exercise of their trade union rights. It does, however, imply constant co-operation between the authorities and the unions at all levels."

Although the unions are distinct from the Government they nevertheless play an important part in helping to run the country. "There can be no doubt that in accordance with their rules the trade unions, like all other bodies in the Soviet Union, have to follow the leadership of the Party in their policies and activities."

The trade unions in the U.S.S.R. are required to exercise not only the traditional trade union functions but also functions that in other countries are discharged by the state, the mission says. "This dual position... accounts for the considerable power and influence which the Soviet trade unions enjoy."

There are 22 trade unions, with a total of about 53,000,000 members in the U.S.S.R., which are organized vertically for the whole country on the two principles that all persons employed in any one factory, state farm or other institution belong to the same union, and that each union comprises the employees of one segment of the national economy. The supreme body of the trade union movement in Russia is the U.S.S.R. Congress of Trade Unions, which elects the central body of the trade union organization, the All-Union Central Council of Trade Unions.

Union membership is not compulsory, the report says, but "membership brings with it a number of privileges which act as a powerful incentive."

Regarding collective agreements, the mission says that the factory or local committee enters into an agreement with the management of the undertaking on behalf of the wage earners and salaried employees, including engineers and technical staff. Agreements are renewable annually and apply only to the undertaking concerned. There are no national agreements.

As to the contents of these agreements, the mission says: "The subjects dealt with in collective agreements include the obligation of the management and the factory committee to fulfil production plans, develop socialist emulation and extend the use of advanced techniques... The agreements also relate to the conditions and methods of wage payment and the fixing of output standards, training, labour discipline, labour protection and safety techniques, housing and welfare, catering arrangements and cultural facilities."



The mission did not hear of any instances of collective stoppages of work to defend the interests of the workers or to obtain better working conditions. "The persons with whom the mission discussed this matter simply stated that strikes were not pro-

hibited by law in the Soviet Union, and that in any case the workers did not have to resort to strike action, and there was nobody for them to strike against, since the means of production belonged to them."

## Study Conference on Labour-Management Relations

Richard Thrasher, Parliamentary Secretary to the Minister of Labour, headed the Canadian delegation to the study conference, sponsored by the International Labour Organization, held in Montevideo, Uruguay, from November 3 to 12. André Potvin, Second Secretary and Vice-Consul, Canadian Embassy, Montevideo, was the other government delegate.

Employer Delegate was Jacques Gagnon, Manager, Industrial Relations Division, Aluminum Company of Canada, and Worker Delegate was Honoré Lorrain of the International Brotherhood of Pulp, Sulphite and Paper Mill Workers.

The four main topics on the agenda were: the part played by legislation and collective bargaining in determining working conditions and settling labour disputes; dismissal and layoff procedures and job security; measures that can be taken in establishments to promote good relations between management and staff; and contributions of universities and research and training institutions to the improvement of labour-management relations.



Richard Thrasher

## Seven New African Republics Join ILO

Between November 4 and December 13, seven newly independent African nations joined the International Labour Organization, bringing membership to 96.

The Senegal Republic became the 90th member, Congo (Brazzaville) the 91st, Chad Republic the 92nd, Somalia the 93rd, Ivory Coast the 94th, Upper Volta the 95th, and the Republic of Dahomey the 96th.

## Labour Legislation of Past Decade

*(Continued from page 33)*

inspection by the Department of Labour. Record-keeping requirements are also to be set out in the Ontario regulations.

It is of interest to note that a 1959 amendment to the Unemployment Insurance Act repealed a provision in that Act authorizing the making of regulations for the control and licensing of private employment agencies, indicating that the matter was considered a provincial responsibility.

In Quebec, besides the employment offices run by the Provincial Government (29 of

which were in operation in 1960), the Employment Bureau Act permits the carrying on of employment agencies, subject to certain conditions, by religious and charitable groups, trade unions, and employers who have their own employment office. These conditions are that an annual permit must be obtained from the Minister of Labour, a register must be kept, and no fee may be collected from any person seeking employment. At the end of March 1960, 222 of these permits were in force.

# 147th Session of Governing Body

At its 147th Session in mid-November, the Governing Body of the International Labour Office decided to put technical assistance on the agenda for the 1961 International Labour Conference. It also agreed to the establishment by the ILO of an International Vocational Training Information and Research Centre.

The request for such a centre had come from the Council of Ministers of the Council of Europe. Financing of the Centre will be assured mainly by the Council.\*

The Centre's function will be to make research into vocational training and to provide interested organizations with information.

The information and research work of the Centre will be concerned with the various groups of personnel requiring vocational training, whether basic or supplementary. Information will thus be collected on the subject of training programs and practices relating to, for instance, unskilled, specialized and skilled industrial personnel, office staff and supervisors.

It will also include the training of personnel at the corresponding levels for repair and maintenance of agricultural equipment, and as a second step for other agricultural tasks including work in the forestry industry. Moreover, the Centre will study basic as well as continued and further training of young persons and adults, undertaken with a view to upgrading and promotion.

Included in the scope of the Centre will be all types of training, whether provided in undertakings, specialized centres, or in other training institutions. The Centre will collect and analyse information about methods and programs of selection and training of personnel and of teachers and instructors.

The Centre will begin its activities from the beginning of 1961. Its creation was approved by the Governing Body by 33 votes to 2, with one abstention.

The Governing Body decided to put on the agenda of the 1962 Conference two technical questions: (1) Prohibition of the sale, hire and use of inadequately guarded machinery; and (2) Termination of employment (dismissal and laying off).

Among other matters, the Governing Body adopted two reports of its Freedom of Association Committee, including its conclusions on allegations of the violation of freedom of association in various countries; and it fixed the agenda for different meetings, such as the next session of the Chemical Industries Committee and the Ad Hoc Tripartite Meeting for the Printing and Allied Trades.

It also examined a report on the functions of the International Occupational Safety and Health Information Centre, which was set up just over a year ago.

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## First Director of International Institute of Labour Studies

Sir Douglas Berry Copland of Australia has been appointed the first Director of the International Labour Office's International Institute of Labour Studies, effective May 1961. The appointment was announced by David A. Morse, Director-General of the ILO.

Sir Douglas was Australian High Commissioner to Canada from 1953 to 1956.

Establishment of the Institute was unanimously approved March 1, 1960 by the ILO Governing Body during its 144th session (L.G., May 1960, p. 463).

The Institute aims to provide opportunities for study to persons having responsibility in various spheres of labour and social policy, so as to promote a fuller understanding and exchange of experience on these matters. Public servants, trade unionists, industrialists, agricultural leaders,

leaders of the co-operative movement, educators and professional people having experience of and responsibility for questions of labour policy will be enabled to participate in study cycles and round-table discussions. The institute will also promote new research on matters within its sphere of interests.

Up to November 18 a total of \$875,000 had been contributed to the Endowment Fund of the Institute. One donation, \$750,000, came from the Federal Republic of Germany. The Government of India contributed \$100,000; the Government of Tunisia, \$5,000. A group of Peruvian employers has sent in \$10,000, and the National Confederation of Industry of Brazil has offered \$10,000 as a first instalment toward a larger contribution.



# TEAMWORK in INDUSTRY

The Regina General is the 43rd hospital in Canada and the sixth in Saskatchewan to set up a labour-management co-operation committee. Known as the Regina General Hospital Advisory Council, it was established jointly by management and employee representatives of Local 176, Regina Hospital Employees Association (CLC).

Personnel Officer B. E. Wilford reports that considerable interest and enthusiasm are being shown both by council members and the staff at large. "There are strong indications that we can expect a successful future for this new venture," he said.

Alex Cochrane, Business Agent for the Employees Association, vouched for the level of support the council could expect from Local 176: "It is our intention to co-operate with management to the fullest extent," he declared.

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According to union and management spokesmen at Hinde and Dauch, Limited, Winnipeg, the Safety Team Contest introduced last year has created considerable interest and friendly rivalry among all employees, including management, production and office staffs.

Safety Co-ordinator Lance Paulley stated that though no one knows what team he is on, each employee has the privilege of checking up any person, including senior management personnel, whom he notices committing an unsafe act. The "informer" actually receives additional credits for "turning in" the culprit, by reporting what he saw to the safety co-ordinator. Players are fined so many points for injuries, unsafe acts and lost-time accidents. Should an employee fail to report his injury to a supervisor or the safety co-ordinator, the penalty charged against him is doubled.

Contest periods run for six months, at the end of which time cash awards are presented to each member of the team with the lowest number of points against it.

\* \* \*

Only through a well-organized system of joint consultation and regular labour-management committee meetings can the full value of employer-employee co-operation be realized, claims Harry Livingstone, Manager of Personnel Administration for L. E. Shaw Ltd., Halifax.

"Unless such things are organized," he said, "there is not the same need or pressure to sit down and take advantage of them."

Co-operation between the company and its employees, members of the National Union of Brickyard Workers, was first introduced to L. E. Shaw Ltd. in 1949 when a labour-management production committee was set up at the firm's main plant in Lantz, N.S. Joint consultation is currently being practised by three of the company's eight plants and is soon to be extended.

\* \* \*

Transit Division of the Nova Scotia Light and Power Company in Halifax will be holding an Open House for employees and their families every two years from now on, says Superintendent L. Currie Young. More than 200 adults and children attended this year's event, the first of its kind ever staged by Transit. Promoters of the idea were the members of the division's labour-management committee.

Remarked Mr. Young: "Open House was a bigger success than we expected. It was the first opportunity the wives and children have had to see the husbands' and fathers' place of work. They were extremely interested in what goes on here."

Representatives of the Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America are among the members serving on the labour-management committee.

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Speaking to a recent luncheon meeting of the Kiwanis Club in Winnipeg, Russ H. Robbins, business agent of Local 343, United Brotherhood of Carpenters and Joiners (AFL-CIO/CLC), declared that there was a great need today for an improvement in labour-management relations.

Among the proposals he put forward to achieve this was the suggestion that "consultation and discussion with shop stewards in your plant regarding your problems, as well as those problems and grievances brought up to the workmen's representatives, should help to establish a feeling of being part of an enterprise, and might lead to establishment of a labour-management production committee."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.



# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during November. The Board issued three certificates designating bargaining agents, ordered one representation vote, and rejected two applications for certification. During the month the Board received 15 applications for certification and allowed the withdrawal of one application for certification.

### Applications for Certification Granted

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of warehouse employees and drivers employed by Tippet-Richardson (Ottawa) Limited, Ottawa (L.G., Nov. 1960, p. 1140).

2. International Longshoremen's and Warehousemen's Union, Local 512, Canadian Area, on behalf of a unit of employees of Vancouver Wharves Limited, employed at the company's operation at North Vancouver, B.C., in the handling and warehousing of cargo and in the maintenance of plant equipment (L.G., Nov. 1960, p. 1140).

3. Maritime Airline Pilots Association, on behalf of a unit of stewardesses, despatchers, ticket agents, and general duty employees (cooks), employed by the Maritime Central Airways Limited, Charlottetown, P.E.I. (L.G., Dec. 1960, p. 1294).

### Representation Vote Ordered

General Truck Drivers' Union, Local 879 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Leslie Armstrong Mail Service, Owen Sound, Ont., respondent (L.G., Nov. 1960, p. 1140) (Returning Officer: A. B. Whitfield).

### Applications for Certification Rejected

1. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Kingcome Navigation Company Limited,

Vancouver, respondent, and Seafarers' International Union of North America, Canadian District, intervener (L.G., Dec. 1960, p. 1293). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in a representation vote conducted by the Board.

2. Ready-Mix, Building Supply, Hydro and Construction Drivers, Warehousemen and Helpers, Local Union No. 230 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, Ottawa Pre-Mixed Concrete Limited, Ottawa, respondent, and Canadian Construction Workers' Union, Division No. 1, NCCL, intervener (L.G., Dec. 1960, p. 1294). The application was rejected because, in the opinion of the Board, the business operated by the company does not fall within the provisions of Section 53 of the Industrial Relations and Disputes Investigation Act and therefore does not come within the jurisdiction of the Board.

### Applications for Certification Received

1. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard tugboats operated by Foundation Maritime Limited, Halifax, N.S. (Investigating Officer: D. T. Cochrane).

2. Canadian Merchant Service Guild, Inc., on behalf of a unit of deck officers employed aboard vessels operated by the National Sand & Material Company Limited, Toronto, Ont. (Investigating Officer: R. L. Fournier) (see item 12, below).

3. International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 419, on behalf of a unit of mail pick-up and delivery drivers employed by John A. Snow, Willowdale, Ont. (Investigating Officer: A. B. Whitfield).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

4. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed aboard vessels operated by Upper Lakes Shipping Limited, Toronto, Ont. (Investigating Officer: C. E. Poirier).

5. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed aboard vessels operated by Scott Misener Steamships Ltd., Port Colborne, Ont. (Investigating Officer: C. E. Poirier).

6. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed aboard vessels operated by N. M. Paterson & Sons Limited, Montreal, Que. (Investigating Officer: C. E. Poirier).

7. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed aboard vessels operated by Hall Corporation of Canada, Montreal, Que. (Investigating Officer: C. E. Poirier).

8. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed aboard vessels operated by the Dominion Steel and Coal Corporation Ltd. (Dominion Shipping Division), Montreal, Que. (Investigating Officer: R. L. Fournier).

9. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed aboard vessels operated by La Verendrye Line, Ltd., Montreal, Que. (Investigating Officer: R. L. Fournier).

10. Civil Service Association of Canada, Ottawa-Hull Local Council, on behalf of a unit of heating and power plant employees employed by the Central Mortgage and Housing Corporation at its head office, the Laurentian Terrace, and the Strathcona Heights Development, all located in Ottawa, Ont. (Investigating Officer: B. H. Hardie).

11. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and work declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta, and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

aboard vessels based in Canada and operated by The Commercial Cable Company, New York, N.Y. (Investigating Officer: R. L. Fournier).

12. Seafarers' International Union of North America, Canadian District, on behalf of a unit of deck officers employed aboard vessels operated by the National Sand & Material Company Limited, Toronto, Ont. (Investigating Officer: Rémi Duquette) (see item 2, above).

13. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine officers employed aboard vessels operated by the National Sand & Material Company Limited, Toronto, Ont. (Investigating Officer: Rémi Duquette).

14. International Union of Electrical Workers, Local 424, on behalf of a unit of employees employed by the Northland

Utilities Ltd. and its wholly-owned subsidiaries, Northland Utilities (B.C.) Ltd. and Uranium City Power Co. Limited, Edmonton, Alta. (Investigating Officer: J. S. Gunn.)

15. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed aboard vessels operated by The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont. (Investigating Officer: Rémi Duquette).

#### Application for Certification Withdrawn

Canadian Brotherhood of Railway, Transport and General Workers, applicant, Canadian National Railways, respondent, and Brotherhood of Maintenance of Way Employees, intervener (hump yard, Moncton, N.B.) (L.G., Dec. 1960, p. 1294).

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officer Appointed

During November, the Minister of Labour appointed a conciliation officer to deal with the following dispute:

Pacific Tanker Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

### Settlement Reported by Conciliation Officers

1. Barnhill's Transfer Limited, Truro, N.S., and Locals 76 and 927 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: D. T. Cochran) (L.G., Dec. 1960, p. 1295).

2. Kitchener-Waterloo Broadcasting Co. Limited (Radio Station CKCR) Kitchener, Ont., and National Association of Broadcast Employees and Technicians (Conciliation Officer: T. B. McRae) (L.G., Dec. 1960, p. 1295).

3. Denison Mines Limited, Elliot Lake, Ont., and United Steelworkers of America, Local 5185 (office and technical employees) (Conciliation Officer: F. J. Ainsborough) (L.G., Nov. 1960, p. 1140).

4. Northern Wings Limited, Sept Iles, Que., and International Association of Machinists (Conciliation Officer: Rémi Duquette) (L.G., Sept. 1960, p. 923).

5. Island Fertilizers Inc., Charlottetown, P.E.I., and Labourers Protective Union No. 9568 (Conciliation Officer: H. R. Pettigrove) (L.G., Sept. 1960, p. 923).

### Conciliation Boards Appointed

1. The Hamilton Harbour Commissioners, Hamilton, Ont., and the International Longshoremen's Association (L.G., Dec. 1960, p. 1295).

2. Trans-Canada Air Lines, Montreal, Que., and Canadian Air Line Flight Attendants' Association (L.G., Nov. 1960, p. 1140).

### Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in September to deal with a dispute between Radio Station CHVC, Niagara Falls, Ont., and National Association of Broadcast Employees and Technicians (L.G., Nov. 1960, p. 1142) was fully constituted in October with the appointment of R. G. Geddes, Toronto, as Chairman. Mr. Geddes was appointed by the Minister on the joint recommendation of the other two members, R. V. Hicks, Q.C., and Miller Stewart, both of Toronto, who were previously appointed on the nomination of the company and union, respectively.

### Board Report Received during Month

Canadian Pacific Railway Company, SS *Princess Helene*, and Seafarers' International Union, Canadian District (L.G., Dec. 1960, p. 1295). The text of the report is reproduced below.



## Settlements Reached after Board Procedure

1. McAllister Towing Ltd. (Sincennes-McNaughton Division) Montreal, and Seafarers' International Union of North America, Canadian District (L.G., Nov. 1960, p. 1142).

2. National Harbours Board (Fleet Department, Montreal Harbour) and Seafarers' International Union of North America, Canadian District (L.G., Nov. 1960, p. 1150).

## Settlement after Strike after Board Procedure

United Grain Growers Ltd., Pacific Elevators Limited, Alberta Wheat Pool, Saskatchewan Wheat Pool and Burrard Terminals Limited, Vancouver, and Grain Workers Union, Local 333 of the International Union of United Brewery, Flour, Cereal, Soft Drink and Distillery Workers of America (L.G., Aug. 1960, p. 815). Stoppage of work occurred 12 a.m. November 8, agreement was signed November 29, and the employees returned to work on that date.

# Report of Board in Dispute between

Canadian Pacific Railway Company, SS *Princess Helene* and

Seafarers' International Union of North America, Canadian District

Sittings of the Board were held in the Admiral Beatty Hotel in the City of Saint John, N.B., October 25 to 28 inclusive, and again on November 1 to 3 inclusive. All members of the Board were present at all meetings and at the first sittings all of the members representing both parties were also present.

The first sittings were taken up in hearing a general submission on all the points at issue from the Union, the reading by the Union of a brief in support of its submission; the reply by the Company to such submissions and a reading by the Company of a brief setting forth its own submissions.

The Union proposals, six in all, are as follows:

1. A wage increase of 30 per cent.

During November, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between the Seafarers' International Union of North America, Canadian District, and Canadian Pacific Railway Company, SS *Princess Helene*.

The Board was under the chairmanship of His Honour Judge K. L. Crowell, of Bridgetown, N.S. He was appointed by the Minister on the joint recommendation of the other two members, E. Neil McKelvey, QC, Saint John, N.B., and Gerald N. Keddy, Halifax, N.S., nominees of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. McKelvey. The minority report was submitted by Mr. Keddy.

The majority and minority reports are reproduced here.

2. Overtime to be paid for at time and one-half, and double time.

3. Overtime to be paid for in one hour and half-hour periods.

4. Reduction in daily work spread to eight hours per day within a spread of ten hours.

5. Annual leave to be increased in accordance with service.

6. Revisions and additions to the current agreements.

The Company proposals are as follows:

1. Elimination of room and board.

2. Ten-cent payroll deduction of union dues to cover costs of administration.

3. Overtime to be paid on minute basis.

4. Employees to be hired direct without reference to hiring hall.

5. Deletion of a clause requiring employees be discharged for non-payment of arrears in union dues.

## Union Proposals

1. A wage increase of 30 per cent

In support of the above proposal, the Union referred to collective agreements it had with other steamship operators in Canada; these in the main were tankers, bulk freighters and general freight and cargo services operating on the Great Lakes, coastal and deep sea trades where the monthly rates of pay are considerably higher than those paid on the *Princess Helene*. The Union also referred to the west coast Company ships where the rates of pay were the same as for the east coast ship, the *Princess Helene*, for the years 1950-1953 inclusive, but where in the years 1959 and

1960 the west coast rates advanced considerably over the east coast rates. The Company on the other hand took the position that it could not recognize the above steamship operations as being comparable with the type of service supplied by the *Princess Helene*, which for the most part is a ferry service similar to the service supplied by the MV *Bluenose*, the *William Carson* and the *Abegweit*, all serving on the east coast, and where the monthly rates are for the most part in line with those paid on the *Princess Helene*. The Company further submits that the proper comparison of wage rates is with the general level of wages paid to similar services in the same area, consequently, there should be no comparison between wages paid on the west coast and those paid on the east coast. The Company further submits that this service is not self-supporting and that the total deficit sustained by this service over the past ten years is \$565,083, an average deficit of some \$56,000 in round figures and if the proposals of the Union were to be implemented in full, this annual deficit would be increased by an amount of some \$99,000. The wage increase of 30 per cent alone would add some \$48,400 to the annual average deficit. For these reasons, the Company states that it is in no position to increase wages at this time.

## 2. and 3. *Overtime at time and one-half and to be paid in one hour and half-hour periods.*

At the present time the overtime rate is \$1.45.2 per hour and is paid in fifteen minute increments. The Union requests that this be changed to time and one-half and payment to be made in hour and half-hour increments. This increase in overtime expense the Company submits would add \$6,700 to the annual average deficit.

As things now stand the men almost always work on statutory holidays which do not fall on their rest days. Under the present agreements a man who works on a statutory holiday receives pay for the time worked at the overtime rate above. When a statutory holiday falls on a man's rest day, he also receives eight hours additional pay at the overtime rate. The Union requests that double time be paid for work actually performed on statutory holidays and rest days and a day's pay at time and one-half in lieu of a holiday when it falls on a man's rest day.

The company indicated a willingness to agree to pay time and one-half for daily overtime actually worked and for time actually worked on statutory holidays.

## 4. *Reduction in daily work spread to eight hours per day within a spread of 10 hours instead of 8 hours within a spread of 12 hours.*

The Union is basing its claim for this change in the agreement because the men have no regular work watches and can be put to work and knocked off for an hour, and so on, for twelve hours per day. The Company submits that this is impractical since the return trip of the *Princess Helene* takes usually ten hours and the men have to be on duty a short time before sailing from and after returning to Saint John. The cost of this proposed change would, according to the company, cost \$39,700 in additional pay.

## 5. *Increased vacations*

The Union's request here is, in effect, three weeks' vacation with pay after five years' service, four weeks after fifteen years and five weeks after twenty-five years. Here again the Company estimates that the implementation of this request would cost an additional \$3,300. Under the present agreement they receive two weeks after one year and up to fifteen years and three weeks after fifteen years' service.

## 6. *Revisions and deletions*

These appear to be minor matters, all of which might very well be settled by negotiations with the parties, however at the request of the Union we shall deal with each separately later on in this report.

## Company Proposals

### 1. *Elimination of room and board*

At the present time three meals a day are provided for all crew members and sleeping accommodation is made available for those who are off duty. The Company submits that this is a burdensome and unnecessary expense in the operation of the *Princess Helene* as most of the crew members live in Saint John where it docks every evening, so that the crew members can and do go home; sleeping accommodation is, therefore, not necessary and the only meal that must be taken away from Saint John is the mid-day meal. The Company is willing to negotiate with the Union for a *quid pro quo* for the elimination of this service. The Union is of the opinion that the Canada Shipping Act requires the Company to provide these services; further, it is apparently unwilling to negotiate for a *quid pro quo* for the taking away of these services.

The Company on the other hand is firmly convinced that the aforesaid Act contains no such requirement.

## 2. Ten-cent payroll deduction

The Company submits that the Union should pay for the services of having Union dues deducted at the payroll source and remitted to the Union and that ten cents per deduction is a very reasonable charge. The Union, however, having never paid for this service, does not think that it should assume any part of this charge.

## 3. Overtime on a minute basis

The Company contends that in most instances overtime is paid in shipping circles on the minute basis and further, that the present manner of calculating overtime is an added financial burden to the Company. (Refer back to the Union proposal on overtime.)

## 4. Employees to be hired direct

At the present time new employees are obtained through the SIU hiring hall. The Company submits that this method of obtaining new employees has not proven satisfactory and although it has the right to reject unsatisfactory employees offered by the Union, there is a responsibility on management to demonstrate that certain candidates are unacceptable. This usually means employing unsatisfactory personnel until such time as their deficiencies become apparent, a procedure which is costly to the Company. The Company further contends that the ship's officers, with their long experience of employing crew members, can do so more efficiently and with less expense than can the Union. The Union, on the other hand, is reluctant to make any change; it is afraid that men other than seamen may be hired from time to time; in that way some seamen may be replaced by non-seamen.

During the course of the hearings the Board attempted to determine whether there was any common ground between the parties on any of the matters in dispute and, for that purpose, held private meetings with the Company and with the Union. The Board could not find any major points on which there appeared to be any possibility of the parties reaching common ground at that time and are therefor in the position of having to make a report on the basis on which, in the Board's opinion, the terms in dispute should be settled.

The following are my recommendations as chairman:

### *Union Proposal No. 1—Wage increase of 30 per cent*

Since 1952 all wage settlements between the Company and the Union respecting unlicensed personnel on the *Princess Helene*

have followed the settlement made by the Company on its railway operations with the various unions representing its non-operating employees. The unlicensed personnel on the *Princess Helene* come in daily contact with freight handlers at Saint John and Digby engaged in loading and unloading the vessel. These freight handlers are included in the non-operating railway trades and their scale of wages is comparable to the wages of personnel on the vessel performing comparable duties. The Company has established that the *Princess Helene* is operating in a deficit position and therefore claims inability to make any increase in wages. The Union representative admitted the Company had made a strong case of inability to pay. The Company is presently in dispute with its non-operating personnel and claims that if they receive any increase in wages it must come from an increase in freight rates approved by the Board of Transport Commissioners or by a subsidy from the federal Government. If the Company can obtain sufficient revenue from these or other sources to enable settlement to be made with its non-operating personnel, numbering about 120,000, it should be able to extend the same wage increase to the unlicensed personnel of the *Princess Helene* who number a maximum of 75 during the busy months.

Some comment should be made on the matter of comparative wages. The Union claims the proper comparison should be made with the wages paid by lake shipping companies and in other cost deep sea vessels and also those paid in the CPR west coast service. The Company claims the proper comparison is with other east coast ferries.

The fairest wage comparison appears to be that made by the Company.

The east coast ferries carry on services similar to those performed by the *Princess Helene*; the *Abegweit* running between New Brunswick and Prince Edward Island, The Northumberland Ferries running between Nova Scotia and Prince Edward Island, the *Bluenose* running between Yarmouth and Bar Harbour, Me., and the *William Carson* running between Nova Scotia and Newfoundland. Working conditions on these vessels are far different from those on lake and deep sea vessels. On the latter, seamen are required to be at sea for long periods of time and have infrequent opportunity to live at home; they spend most of their time on board ship. A seaman on a ferry, however, is able to live at home most of the time; in the case of the *Princess Helene* most of the employees live in Saint John



and are home every night. For those reasons the comparison proposed by the Union is not appropriate.

There is no justification for a comparison between the wages paid on the *Princess Helene* and those paid on the CPR west coast service. Prior to 1958 the wages paid on the *Princess Helene* were roughly comparable to the wages paid by the CPR on the west coast. We were told that the Union, while negotiating on the west coast in 1957 and 1958, claimed its wages there should not be tied to east coast wages because wage levels were generally higher in Vancouver than in Saint John. The Union's arguments prevailed on the west coast and, since 1959 wages paid on the west coast service have been higher than those paid on the *Princess Helene*. The Company filed a list of comparable rates in other industries showing that hourly wages in Vancouver are about \$1 higher than in Saint John. A wide wage disparity between different areas of the country is an economic fact in Canada. This is dictated by economic reasons beyond the control of any one company or any one union. A proposal for country-wide equality of wages is a failure to face the economic facts of life, except, apparently, in the case of railway operating and non-operating trades where the continuity of the undertaking has forced an acceptance of some degree of country-wide parity. Until the Maritime Provinces develop to the degree of economic development in British Columbia neither labour, management, white collar workers, small business men nor professional men can expect their remuneration to be as high as that enjoyed in British Columbia. We all hope, of course, that economic development will erase the differential but until it does claims for equality are impossible to achieve.

In my view a further comparison to be made is to compare the *Princess Helene* wages with those of the CPR non-operating employees exercising similar skills. In view of the nature of the *Princess Helene's* operations, hours of work and working conditions on the vessel are different from those of freight handlers who work in the dock sheds or other shore based non-operating personnel. The Company has submitted the following wage comparisons with non-operating personnel.

*All Personnel—Skilled and Unskilled  
(per hour)*

*Princess Helene*

average ..... \$1.549 in August  
1.605 in February

Non-operating

average ..... 1.77

*Unskilled Personnel (per hour)*

*Princess Helene*

average ..... \$1.395

Non-operating

average ..... 1.662

When the value of meals and sleeping accommodation and other benefits are considered, the wages paid on the *Princess Helene* are roughly comparable with the wages paid to non-operating employees exercising similar skills.

It is therefore my recommendation that the present dispute be settled on the same basis as the eventual settlement reached with the non-operating trades.

Union Proposal No.'s 2 and 3—Overtime to be paid for at time and one-half with double time for work on assigned days off

*Company Proposal No. 3—Overtime to be computed on minute basis*

These proposals fall into three main categories as follows:

- (a) daily overtime in excess of eight hours in twelve;
- (b) pay for time worked on statutory holidays and on rest days;
- (c) pay for statutory holidays which fall on rest days and are not worked.

As to (a): The Union has claimed that payment of time and one-half is normal overtime remuneration. Under the present agreement overtime is determined in increments of fifteen minutes so that a man who works one minute overtime is paid for fifteen minutes, a man who works sixteen minutes is paid for thirty minutes and so on. The Company appeared willing to accept the proposal that overtime be paid at time and one-half provided that it is paid only for the time actually worked. The Union requests that an hour's overtime be paid for any overtime up to sixty minutes and that overtime after the first hour be computed in increments of thirty minutes. I think there is merit in the Company's proposition that overtime should be paid on the basis only of time worked.

The requirement that a company pay for time not actually worked is a rather unusual one and a claim that such a requirement be deleted is obviously valid. The difficulty in the present case, however, is that a provision requiring pay for time not worked is already in the contract and complete acceptance of the Company's request would involve taking something away from the men—in cases of short overtime, probably resulting in a decrease of pay for some men.

I recommend that overtime in excess of eight hours per day in a spread of twelve be paid for at the rate of time and one-half and that, as a compromise, fifteen minutes overtime be paid for any overtime within the first fifteen minutes, and on a minute basis thereafter.

As to (b): Under the present contract where a statutory holiday falls on a man's regular work day, he is paid at the rate of \$1.45.2 per hour for that day in addition to his regular monthly wages. Because of the continuous nature of the service men are usually required to work on statutory holidays which do not fall on their regular rest days. I recommend the continuation of the present practice except that the additional pay for time actually worked on statutory holidays be computed at the rate of time and one-half the actual hourly rate. I further recommend that when a man works on a holiday which is his assigned rest day, he receive time and one-half for time actually worked over and above what he would receive had he not worked.

As to (c): Under the present contract, if a statutory holiday falls on a man's rest day, which apparently happens infrequently, he receives, in addition to his monthly wages, \$1.45.2 per hour for eight hours for the holiday. Although this appears unusual it was not requested by the Company that it be deleted. I recommend that this provision remain as it is in the present contract.

The Union claimed that the hourly rate for purposes of computing overtime should be the monthly salary divided by 169.3, which is arrived at by deducting two rest days per week and statutory holidays from the number of days in the year and multiplying by eight hours per day and dividing by twelve. The Company claims that the figure used should be 174 which is arrived at by the same computations except that the initial deduction is only for two rest days a week and no statutory holidays. The men normally work on statutory holidays (except when they fall on rest days) and in determining the normal hourly rate all days normally worked should be considered, and abnormal conditions caused by extra pay on statutory holidays must be disregarded. Thus the Company is correct in deducting the rest days only. I therefor recommend that the figure of 174 be used for computing the hourly rate rather than 169.3.

*Union Proposal No. 4—Reduction in daily work spread to ten hours*

Under the present agreement the regular eight hours per day must be worked within a period of twelve hours and the Union

requests this period be reduced to ten. I am satisfied that ten hours is not sufficient time to allow for the vessel to complete its day's run having in mind that personnel are required to report some time before the vessel sails and may take some time after the vessel finally docks for the day before they can be knocked off. Therefore, it is not possible for the Company to schedule the eight hours of regular work within a spread of ten hours. This request is, in reality, a monetary demand only. I therefor recommend that the twelve hour spread, as at present, be continued.

*Union Proposal No. 5—Increase in annual leave*

The Union's request for three weeks' vacation after five years, four weeks after fifteen years and five weeks after twenty-five years is not justified under any comparison with working conditions elsewhere. I think, however, that a man who has put in twenty-five years service on the *Princess Helene* should have more than three weeks' annual leave. Personnel on the *Princess Helene* are regularly away from their homes for a longer period than employees in other industries, normally not returning home until 8 or 8:30 p.m., and some being away from their homes five nights per week. This applies five days in every week. It seems reasonable that personnel so employed should receive some extra recognition on account of long service. I therefor recommend that the present agreement be continued (two weeks after one year and three weeks after fifteen years) except that a provision should be added for four weeks' vacation after twenty-five years.

*Company Proposal No. 1—Elimination of room and meals*

Under the present agreement the Company is obliged to supply three meals per day and sleeping accommodation for all personnel on the *Princess Helene*. We were advised that the men receive a full breakfast, a full course meal at dinner time and a full course meal at supper time. The Company wishes to be free to achieve economies in the operation of the vessel by cutting down or even eliminating the meal services on the vessel and by freeing itself from the obligation to provide overnight sleeping accommodation for the crew. We were advised that the management has not yet made a decision on what reduction is to be made in the providing of passengers' meals and it is therefor not in a position to determine the actual amount it can save per month. They have, however, indicated a willingness to provide a *quid pro quo* or some compensation to the employees for



the taking away of meals and sleeping accommodations. Because the decision on what reduction is to be made in kitchen facilities, the Company cannot suggest what amount or form the *quid pro quo* is to take. The Union is unwilling to accept in principle the proposal that meals and sleeping accommodation be discontinued and consequently is unwilling to negotiate on the form and amount of a *quid pro quo*.

It is my opinion that the Company has made out a good case to substantiate its request that it should be free to discontinue providing meals and sleeping accommodation upon providing the men with a *quid pro quo*, and I recommend that the Company should be free to do so, provided the parties agree on the providing by the Company of compensation in form and amount satisfactory to the Union. This should not, however, delay the immediate signing of an agreement containing the same clauses in this respect as at present. If agreement is reached on other points, I recommend the parties sign a contract retaining the present clauses in this respect and that negotiations continue for the purpose of obtaining agreement on a satisfactory *quid pro quo*.

If meals and sleeping accommodation are eliminated, the Company is willing to provide the men with day time accommodation for their convenience while off duty, and offered meals and sleeping accommodation in emergencies either on board or ashore when the vessel is required to lay over in Digby because of operating conditions. I recommend that satisfactory day time accommodation be provided including day couches where off duty personnel may lay down. The offer to provide these services in emergencies is, of course, necessary.

*Company Proposal No. 2—Ten-cent charge for each deduction of union dues*

On this point there are insufficient data before the Board to make an intelligent recommendation. Therefore it makes no further comment on this matter.

*Company Proposal No. 4—Deletion of the requirement that all employees must be supplied by the union.*

The present agreement provides that the Company will request the Union to supply men to fill all vacancies; the Union agrees to supply capable, competent and satisfactory men; and the officer in charge of the vessel may refuse the Union's replacement provided it is for valid reasons which rejection may be taken up as a grievance by the Union if it is not satisfied with the reasons. The Union states this is a matter of major policy with the SIU, that it has

it in all its agreements, that it is an essential part of their method of organization and refused to consider deleting it. The Company claims that this has produced difficulties, that the Union has sometimes supplied unfit personnel and that it wishes to have the hiring of men made the responsibility of one of its officers who can answer to management if the man proves unfit; and that the right of the Union to institute a grievance procedure on the question of the competence of a replacement is burdensome.

Since this question is a matter of major policy with the Union I do not recommend deleting this clause. I feel, however, there is merit in the company's claim that it should have the right to interview and investigate applicants for employment on the *Princess Helene* in a manner no more stringent than required for applicants in other departments. There appears to be reason to believe that the present clause permits the Company to do so but the parties do not seem to be in agreement whether it does or not. I recommend that, if the parties do not agree that the clause gives the Company such rights, appropriate words be added to do so. I feel that adding such a provision will preserve the Union's policy of requiring companies with whom it has agreements to obtain personnel through the union office, and will also give the Company the protection it requests against the possibility of the Union supplying men who are not considered by the officers in charge of the vessel to have the necessary qualifications for the job.

*Company Proposal No. 5—Deletion of clause requiring the Company to discharge employees refusing to pay arrears of union dues.*

Clause 4 of the present contract dealing with union security requires unlicensed personnel "as a condition of employment" either to join the Union and continue as members thereof during their employment, or, in the alternative, to pay union dues and initiation fees and states

"and failure to pay arrears of monthly dues at pay-off shall be a bar to further employment until such arrears are paid."

The Company agrees to deduct union initiation fees and dues upon receipt of authorization forms signed by employees.

The Company has requested that the words quoted above be deleted on the ground that the voluntary check-off is sufficient protection to the Union in respect to collecting dues and that it should not be required to penalize its operation by



holding experienced workers out of service to police the relationship between the Union and its members.

Deletion of the requested words will, in my view, have no effect whatever in view of the fact that the preceding part of the clause states that maintenance of membership in the Union or payment of union dues is "a condition of employment". Since the deletion of the words requested accomplishes nothing, I recommend against this request.

*Union Proposal No. 6—Various revisions and additions*

(a) The Union requests that the Company be required, in providing meals, to supply fresh fruit in season each day. I recommend against this proposal; such a provision should not be contained in the collective agreement although the providing of fresh fruit periodically may be a topic that may be discussed between the Union's representatives and the ship's officers from time to time during the term of an agreement.

(b) The Union claims there is insufficient space in the forecabin of the vessel for crew members to hang their oil skins and other heavy working gear and requests that a locker be provided for the purpose. The Company agrees in principle and indicates a willingness to investigate the availability of space for the purpose. This Board can do no more than recommend in favour of the proposal in principle; we cannot physically inspect the vessel and indicate the space we think is available. We recommend that the parties be asked to negotiate further for the provision of this space.

(c) The Union requests that a washing machine be provided for men who wish to wash their clothes. The Company stated the electrical system of the vessel will not permit the installation of a washing machine except at very high cost. I recommend against this proposal for that reason but draw your attention to the comments in sub-paragraph (e) below which may provide a satisfactory answer to this request.

(d) The Union requests a fifteen minute coffee break in the afternoon. The contract already provides for a fifteen minute coffee break in the morning. From descriptions of the shifts worked by the personnel of the *Princess Helene* I am satisfied that all members of the crew have ample free time in the late afternoon during which they can have coffee. Apparently the situation is different in the morning where all crew members work more or less continuously until dinner time. I therefor recommend against this proposal.

(e) The Union requests that cover-alls be supplied at Company expense for dirty work. The Company indicated a willingness to consider this proposal and I recommend that the Company provide cover-alls for those employees of the crew working on jobs where their clothes will get covered by oil, grease or other unusual dirt. In their comments on this proposal, Company representatives indicated that if cover-alls were provided there would probably be laundry arrangements made to keep them clean. Therefor if this request is implemented it should satisfy the Union's request for the providing of a washing machine.

(f) The present agreement requires the Company to pay overtime rates for time actually worked under engine room deck plates in position. This clause refers to space in the bilge under the engine room deck plates. Working conditions in this area are very difficult when plates are in position since the men have to work in a prone position.

However, if these plates which are removable, are lifted, there is not the same difficulty as when the men work under normal conditions; therefor I recommend that this clause remain as at present.

(g) The Union requests that the ship not operate on Christmas Day and remain docked in Saint John to enable all employees to stay at home. The *Princess Helene* is part of the Company's railway operations, a continuous service industry, which must operate every day of the year. The Company is not able to comply with this request and I therefor recommend against it.

*Retroactivity*

Considering that the Union did not present its demands until a month and one-half after the reopening date of the contract, that the Company did not present its demands until twenty days after receiving the Union's demands and that, if my recommendation is accepted, the Company will not be able to take action to increase its revenue until after the settlement with its non-operating employees and is therefor not unduly prejudiced by delay in these negotiations, I recommend that the recommendations of this report be made retroactive to July 15, 1960.

In conclusion the members of the Board wish to take this opportunity of expressing their thanks to the representatives of both the Union and the Company for appearing before them for their assistance given the Board, for having done a thorough and painstaking job in presenting their cases

and for the high level of the discussions at the hearings. The members of the Board would like also to assure both the Union and the Company that the conclusions reached and the recommendations made herein have not been arrived at without giving careful consideration as well as a great deal of thought and study to the problems presented to them. They also earnestly hope that their efforts on behalf of both parties will be of some value to them in

settling their problems and that eventually a fair and just collective agreement will come out of their deliberations leading to continued cordial relations between management and employees.

Dated this 7th day of November, 1960.

(Sgd.) K. L. CROWELL,  
Chairman.

(Sgd.) E. NEIL McKELVEY,  
Member.

## MINORITY REPORT

It appears that the Board has been placed in the position of making a recommendation on all the Union and Company requests since neither party showed any willingness to depart from their original positions. The Company argued that they are in no position to grant any wage increases and the Union showed no signs of departing from a demand for a 30 per cent increase.

Insofar as the majority report of the Board is concerned, I have concurred in all matters with the exception of the recommendation on "Union Proposal No. 1, Wage Increase of 30 per cent" appearing on pages 7 to 10, and "Retroactivity" referred for on page 18 of the report.

It is regrettable that the report could not be unanimous but I trust that those sections of the report that all members of the Board have agreed to will assist the parties in finally settling the dispute.

### *Union Proposal No. 1—Wage increase of 30 per cent (Minority Report)*

In my estimation both parties have placed us in the position of doing their negotiating for them which is not the purpose of a board of conciliation insofar as I am concerned. Taking into consideration the reluctance of either party to move, I recommend that the Union demands for a wage increase remain at 30 per cent and that the parties use any method at their disposal to reach a final settlement.

### *Retroactivity (Minority Report)*

I recommend that whatever settlement might be arrived at be made retroactive to the expiration date of the previous agreement.

I wish to thank all concerned for their co-operation during the Board hearing.

Dated this 7th day of November, 1960.

(Sgd.) GERALD N. KEDDY,  
Member.

## 15-Man Presidential Commission to Study U.S. Work-Rule Dispute

United States Secretary of Labor James P. Mitchell was appointed at the end of December to head a Presidential commission that will seek to find a solution to labour-management disputes over railroad work rules. His appointment was recommended by both parties to the dispute.

On a number of occasions, the issue has approached strike stage. During mid-October Mr. Mitchell achieved an agreement between the railroads and the operating unions that led to the creation of the commission to deal with the problem.

At the same time as he appointed Mr. Mitchell to head the 15-member commission, President Eisenhower named four other public members, and approved the five members nominated by each of the parties to the dispute.

The group can only make recommendations after its scheduled one-year study is completed. But it can seek to persuade the industry and the unions to go along with recommendations during that time.

Union members of the commission are: A. F. Zimmerman, Assistant Grand Chief Engineer, Brotherhood of Locomotive Engineers; S. C. Phillips, Assistant President, Brotherhood of Locomotive Firemen and Enginemen; S. W. Holliday, Vice-President, Order of Railway Conductors and Brakemen; H. F. Sites, Vice-President, Brotherhood of Railroad Trainmen; and J. W. Fallon, Vice-President, Switchmen's Union of North America.

# Canadian Railway Board of Adjustment No. 1

## Releases Decisions in Three Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decision in three cases heard on November 8.

One of the cases concerned the running of a diesel engine and steam car without a conductor. A second dispute arose out of the question of whether employees working in or with extra gangs could be required to accumulate rest days. The third dispute concerned disputed time claims by a conductor and crew for time held away from their home terminal in excess of 16 hours.

The contention of the employees was sustained in one case and not sustained in another; the third case was dismissed.

Summaries of the three cases, Nos. 748 to 750, are given below.

**Case No. 748—***Dispute between Algoma Central and Hudson Bay Railway and Brotherhood of Railroad Trainmen, ex parte, concerning the running of a diesel engine with steam generator attached without a conductor.*

When the steam car of a passenger train failed, the trainmen on the train were instructed to remain at the scene while the diesel and steam car were cut into a freight train to be taken back a distance of 23 miles for a replacement.

The engineer and fireman went with the diesel and generator and returned with another steam car. The union contended that a member of the passenger train crew should have gone with the engineer and fireman.

It quoted an article of the current agreement between the company and the union, which stated that when, on account of engine failure or some similar reason, one member of the crew is required to pilot an engine, the crew should be paid as a unit. The crew in this instance should be paid round-trip mileage between the scene of the breakdown and the place where the replacement was picked up, the Brotherhood said.

A general order of the Board of Railway Commissioners stating that no light engine, or two or more light engines coupled, shall be run a greater distance than 25 miles in any one direction without a conductor did not allow the company to run a diesel engine and steam car 23 miles without a conductor, the union said.

The company contended that steam generator units coupled to a locomotive were considered part of the locomotive, and that consequently, according to the same

Board of Transport Commissioners' order quoted by the union, it was not necessary to provide a pilot for a distance of 25 miles or less. The company also quoted an article in its agreement with the union which stated that "Steam generator unit in service and coupled to the locomotive will not be included in the count of cars."

The Board referred the case back to the parties, asking them to try to write a rule to cover the handling of steam generator units. They could not agree on a rule. The Board, saying that it was not its function to write rules, then dismissed the case.

**Case No. 749—***Dispute between Ontario Northland Railway and Brotherhood of Maintenance of Way Employees over whether employees working in or with extra gangs can be required to accumulate rest days.*

Since the introduction of the five-day week in 1951 it has been the practice on the Ontario Northland Railway for employees covered by the agreement setting up the five-day, 40-hour week who were working in or with extra gangs to work on Saturdays, one of their assigned rest days, at straight time rate until 10 such days have accumulated. They are then laid off until the 10 days have been used up consecutively.

The union contended that this practice was contrary to the agreement, and that work performed by these employees on the sixth day should be paid for at time and a half.

The wage agreement, which applied to all employees except those specifically excepted, provided, among other things, for two rest days in each seven, the rest days to be consecutive as far as possible, with the preference being given to Saturday and Sunday and then to Sunday and Monday. In any dispute regarding the necessity for departing from the rule concerning rest days, the agreement stipulated that the company must show that such departure was necessary to meet operational requirements, and to avoid additional relief service or working an employee on an assigned rest day.

The employees concerned in the dispute were not among those excepted, the Brotherhood contended.

Another clause of the agreement quoted by the union provided that employees required to work on regularly assigned rest days, except when these are being accumulated under another clause of the agreement, were to be paid time and a half.



The employees concerned in the dispute, because it was not necessary for them to work on Saturdays because of operational requirements, should therefore be paid time and a half for work done on the sixth day of the work week, the union declared.

The company in its contention quoted the section of the agreement that provided for the accumulation of rest days. This section provided that, "on positions where it is not reasonably practicable to provide regular relief each week," rest days might be accumulated and granted at a later date. Such accumulation was not to exceed 10 days, and the days so accumulated were to be allowed consecutively when 10 days had been accumulated. It was also provided that accumulation of a greater number of rest days might be mutually arranged, as might their allowance at longer intervals.

In accordance with this last provision, the company said, a conference was held by the company with the Maintenance of Way Committee in June 1951 to deal with problems that had arisen as a result of the establishment of the five-day week on June 1 that year. It was agreed then that for employees in seasonal work service, rest days might be accumulated on a seasonal basis. The employees were to work six days a week and were to be paid at pro rata rates. The rest days accumulated were to be allowed to each employee when seasonal work was completed, and without pay. The arrangement came into effect on July 1, 1951.

This arrangement, the company stated, had been in effect for the 1951 work season; but early in 1952 the General Chairman of the Brotherhood had informed the company that the men did not like accumulating rest days on a seasonal basis, and that they would prefer to take time off after 10 days had been accumulated. This request had been put into effect for the 1952 season and had remained in effect ever since.

The company stated further that it understood that under this section of the wage agreement it had the right to accumulate up to 10 days without further consent by the union, and such consent was necessary only when there was a question of accumulating more than 10 days. The arrangements made with the men seemed to show that they had the same understanding in 1951 and 1952, the company added.

The contention of the employees was sustained, with the proviso that no retro-active payment be made.

**Case No. 750—Dispute between Canadian National Railways (Central Region) and Brotherhood of Railroad Trainmen, ex parte,**

*concerning claims by a conductor and crew for time held away from home terminal in excess of 16 hours.*

A conductor and crew whose home terminal was Mimico were regularly assigned to the run between Mimico and Capreol and return, operating over the Bala Subdivision from Toronto to South Parry and over another subdivision from South Parry to Capreol.

On six dates they submitted claims for time held at Capreol in excess of 16 hours, basing the claims on an article in the agreement that provides for payment for the first eight hours in each 24 after 16 hours at an away-from-home terminal.

In its submission to the Board of Adjustment the Brotherhood cited articles in the agreement which provided that:

—Trainmen in regular assigned freight service will be used to operate the first unassigned train out of an away-from-home terminal when their regular train is reported four hours late or is cancelled.

—Trainmen in unassigned freight crews will not be run on other than their own freight section or assigned territory except in cases of shortage of men on such other territory.

The union stated that unassigned crews were established at Mimico to operate all extra trains between Mimico and South Parry, and at Capreol to operate all extra trains between Capreol and South Parry. The union contended that Mimico-assigned crews could therefore not be used in unassigned service from Capreol, nor Capreol-assigned crews from Mimico, because the assigned crews were operating in the recognized subdivisions of the unassigned crews.

There is no provision in the current agreement for establishing assignments for crews in freight service to operate beyond the recognized freight section or subdivision of any particular terminal, the Brotherhood contended.

The company in its contention stated that the article quoted by the union which provided for the setting up of runs of assigned crews imposed no restriction as to the number of subdivisions over which the crews could operate.

Under this article a freight assignment had been set up in October 1958 to operate between Mimico and Capreol, via the Bala and Sudbury subdivisions. All this territory was in the same seniority district. Since this pool of runs had been set up, the company said, there had been only two complaints.

*(Continued on page 72)*

# LABOUR LAW

## Legal Decisions Affecting Labour

Manitoba court finds Labour Relations Board not empowered to order vote on decertification. Saskatchewan court rules on nature of membership of Labour Relations Board. Ontario court upholds an order of Labour Relations Board

In Manitoba, the Court of Queen's Bench found that the Manitoba Labour Relations Act does not empower the Labour Relations Board to order a representation vote on application for decertification of a bargaining agent.

In Saskatchewan, the Court of Appeal ruled that members of the Labour Relations Board, once they are appointed, cease to represent the particular segments of the community from which they were appointed and become members of the Board as a whole, a body with quasi judicial and administrative functions, and that the Board may accordingly function in the absence of one member, so long as a quorum is present.

In Ontario, the High Court, dismissing an application to quash a Labour Relations Board's order, ruled that in *certiorari* proceedings the Court cannot review the decision of the Board on the basis of the Board's evaluation of the credibility of evidence.

### Manitoba Court of Queen's Bench...

... denies jurisdiction of Labour Relations Board to conduct representation vote on decertification

On August 3, 1960, Mr. Justice Bastin of the Manitoba Court of Queen's Bench quashed an order of the Manitoba Labour Relations Board to hold a representation vote on a decertification application and ruled that, in dealing with the revocation of the certificate of a bargaining agent, the Board has no jurisdiction under the Manitoba Labour Relations Act to take a vote.

If it had the power to take a vote, the Board should have confined the vote to the striking employees with the exclusion of those workers who were hired to replace those on strike. Further, the Court ruled that under Section 2 (2) of the Act, striking workmen are "employees" within the mean-

ing of the Act in spite of their dismissal by their employer after the strike for the reason that they had not reported for work.

The circumstances of the dispute, as related by Mr. Justice Bastin, were as follows.

On July 5, 1944, the Manitoba Wartime Labour Relations Board certified Local 255 of the United Packinghouse Workers of America as bargaining agent for all the plant employees of Brandon Packers Limited except foremen. On February 29, 1960, after complying with the requirements of the Manitoba Labour Relations Act, the company's employees went on strike. The company gave notice to the striking employees that they should return to work and in default of their doing so it gave them notice of dismissal.

The company then applied to the Manitoba Labour Board to decertify Local 255 as the bargaining agent of the designated unit appropriate for collective bargaining. After a hearing, the Board made an order dated June 21, 1960, directing the taking of a vote of those employed in the plant for wages on that date. Apparently, the Board's order was based on the assumption that the striking workmen were no longer employees and were therefore no longer members of the unit appropriate for collective bargaining established in 1944.

On June 24, 1960, the Board issued a further order suspending its direction for a vote pending an opinion from the Attorney-General whether, in the light of Section 2 (2) of the Act, persons who withdraw their services in the course of a legal strike, and who are thereupon served by the employer with notices of dismissal for the reason that they have not reported for work, are employees entitled to vote upon a representation vote ordered in the course of an application for decertification of the certified bargaining agent which called the

This section, prepared by the Legislative Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

strike. Apparently, the opinion of the Attorney-General was that Section 2 (2) of the Labour Relations Act made the striking workmen employees within the meaning of the Act in spite of the action of the employer in dismissing them.

Mr. Justice Bastin agreed with this opinion. He stressed that both strikes and lockouts are lawful weapons in industrial disputes as part of the process of arriving at collective agreements and it was not in the contemplation of the Legislature that an employer could make a lawful strike a ground for depriving an employee of rights which he otherwise was entitled to. The words in the subsection, "within the meaning of this Act," indicate an intention to create a category of striking employee distinct from an employee working for wages and it is not within the power of the employer to defeat this intention.

On July 7, 1960, the Board, in the light of the Attorney General's opinion, ordered:

- (a) That a representation vote be taken to determine whether or not the affected employees desire to continue to be represented by Local 255;
- (b) that those affected and eligible to vote shall be
  - (1) those who were employed at the plant for wages on June 21, 1960, except foremen, and within the unit certified, and
  - (2) those who were on the payroll of the employer at the pay day immediately prior to February 29, 1960 (the date of the beginning of the strike), except foremen, within the unit certified and who had not since then effectively removed themselves from the then bargaining unit;
- (c) that the two groups should cast their ballots in separate ballot boxes and no eligible voter could be included in the voters' lists of both groups.

Following the Board's order of July 7, 1960, the company applied to the Court for an order of prohibition to prohibit the Board from holding a representative vote. At the same time the striking employees sought an order of *certiorari* to quash the order of July 7, 1960.

In Mr. Justice Bastin's view, the Manitoba Labour Board, in dealing with the application for decertification, erred not only as to the effect to be given to Section 2 (2) of the Act, but also as to the meaning of the word "unit" as used in the expression "unit appropriate for collective bargaining." Section 2 (3) defines "unit" as a group of employees, and the various sections which refer to a "unit appropriate for collective bargaining", indicate that the power to designate such a unit rests with the Board.

There is nothing, Mr. Justice Bastin added, in the Act establishing the principle that "once a unit, always a unit," or that the composition of the unit cannot be changed, or that its composition must be related to designated categories of employees. It is for the Board to decide what group of employees at any given moment is a unit appropriate for collective bargaining. The words "appropriate for collective bargaining" embody the idea of a group of employees having common economic interests so that it is just and equitable that they should be represented by one bargaining agent.

Prior to the strike, Local 255 represented the majority of the employees in the unit which had been designated as a unit appropriate for collective bargaining. A strike, being a means to induce the employer to agree to employees' demands, if successful, must lead to further collective bargaining. It would appear, Mr. Justice Bastin added, to be consistent with the purpose of the Act that there should be continuity of representation during the negotiations following the calling of a strike. From the standpoint of their economic interests, the striking employees remain a group quite distinct from the workmen hired to replace them. In his opinion, the Board has a duty to recognize this fact by treating the strikers as a unit appropriate for collective bargaining. The Board would therefore consider revoking the certification of the bargaining agent of the strikers only if it formed the opinion that it no longer represented a majority of the striking employees. In forming this opinion, it would not be influenced by the views of workmen who had been hired to replace the strikers. If it had the power to take a vote, the Board should have confined the vote to the striking employees.

Although the Board proceeded, in Mr. Justice Bastin's opinion, upon a wrong principle in dealing with the application for decertification, he thought it was not necessary for him to decide whether the Board's action amounted to excess of authority which would justify quashing the order of July 7, 1960. He decided to quash the order on the ground that, in dealing with the revocation of the certificate of a bargaining agent, the Board has been given no power to take a vote.

Counsel for the Board, relying on *Reg. v. Labour Relations Board; Ex parte Lawson Motors Ltd.* (L.G. 1954, p. 676), argued that the taking of a vote was merely a means of obtaining information and that the Board has a wide discretion as to how to obtain information. Mr. Justice Bastin



was of the opinion that the Board had not been given, in express terms, any power to take a vote in deciding whether it should revoke the certificate of a bargaining agent. The only mention of the taking of a vote is in Section 9, which deals with the certification of a bargaining agent.

The reference in Section 9 to the holding of a vote, in Mr. Justice Bastin's opinion, is for the specified purpose of dealing with an application for certification and cannot be construed as giving the Board the right to take a vote whenever it finds it convenient. Although the Court should not put too narrow a construction on the words of the Act, on the other hand it is not justified in assuming that the Legislature intended to imply powers in the Board which it could have expressed in clear terms.

Mr. Justice Bastin referred to the decision of the Saskatchewan Court of Appeal in *Re Trade Union Act; Simpson-Sears Ltd. v. Department Store Organizing Committee, Local 1004* (L.G. 1957, p. 68), where the Court held that prerequisite to the power of the Board to direct a vote was for the Board to determine that the voters belonged to an appropriate bargaining unit, and as the Board had not done this, there was no jurisdiction to take the order directing a vote. In this connection, Mr. Justice Gordon said:

... The only power of the Board to direct a vote is contained in Section 6 of the Trade Union Act, RSS 1953, ch. 259, and I am perfectly certain that under this Section no vote can be directed until an appropriate unit of employees has been determined under Section 5 (2) of the Act. With every deference to the argument of Mr. Carter that such vote could be directed for the information of the Board, I do not think that the Board can direct a vote under Section 6 to get any information which it should get under Section 15 of the Act, which gives the Board and its agents the power of a commissioner under the Public Inquiries Act, R.S.S. 1953, ch. 15.

Mr. Justice Bastin agreed with the reasoning of Mr. Justice Gordon and quashed the board's order of July 7, 1960. *Re Brandon Packers Limited* (1960), 33 WWR, Part 2, p. 58.

### Saskatchewan Court of Appeal...

... rule that members of Labour Relations Board, once appointed, cease to represent special group

On November 8, 1960, the Saskatchewan Court of Appeal dismissed an application on behalf of the British American Oil Company Limited for a writ of prohibition preventing the Saskatchewan Labour Relations Board from proceeding with the examination of an application that was pending before the Board. The reason for

the company's application was that one member of the Board representing the general public was not available. The full Board heard part of the application and then adjourned; when the hearing was resumed, a member of the Board, originally appointed as a representative of the general public, was absent.

Mr. Justice Gordon, in rendering the judgment of the Court, recalled that under Section 4 of the Saskatchewan Trade Union Act, the Board must consist of seven members, a chairman, and two representatives of organized employees, two representatives of organized employers, and, if the Lieutenant-Governor in Council deems it desirable, two members of the general public. In fact, two members of the Board have been appointed representatives of organized employees, two of employers, and two representatives of the general public.

The company claimed that the Legislature had so constituted the Board that if the representation on the hearing of an application before the Board was out of balance, the Board would have no jurisdiction. The Court was of the opinion that Section 4 of the Act does not support such a contention. It is true that the Legislature has directed that the Board is to be formed of certain representatives, but once appointed, they become the Labour Relations Board with quasi judicial and very important administrative duties, which require the exercise of the utmost good faith on the part of all members of the Board. Further, once appointed, they become members of the Board as a whole and are not supposed to advocate the cause of the faction they represented when appointed.

Section 4 (2) provides that a majority of the members of the Board shall constitute a quorum; Section 4 (3) provides that "a decision of the majority of the members of the Board present and constituting a quorum shall be the decision of the Board."

According to Mr. Justice Gordon, this means that if the Board, as it was first constituted when hearing a case, should be reduced through the absence of a member for any cause, a majority of the members of the Board present, constituting a quorum, could give the decision of the Board.

In conclusion, the Court held that the Board constituted for the purposes of the application pending before the Board, in spite of the absence of one member, could proceed to exercise all the powers given to the Board under the Act, providing that there was a quorum present.

The company's application for the writ of prohibition was refused.

In *Re British American Oil Company Limited, and the Saskatchewan Labour Relations Board, and Oil, Chemical and Atomic Workers International Union, Local 16-595*, the Saskatchewan Court of Appeal, November 8, 1960, unreported.

### Ontario High Court...

... rules court in *certiorari* proceedings cannot review Board decision made on basis of credibility

On July 11, 1960, Mr. Justice Stewart of the Ontario High Court refused to quash an order of the Ontario Labour Relations Board dismissing an application for a declaration terminating bargaining rights of a certified trade union, and held that, in *certiorari* proceedings, the court cannot review or correct the Board's ruling based on credibility, although, in the opinion of the Court, the Board's approach to credibility of evidence was wrong.

On September 13, 1954, Local 448 of the Retail, Wholesale, Hotel and Restaurant Employees' Union was certified by the Labour Relations Board as a bargaining agent of the employees of the Empire House hotel in London. Out of the approximately 15 hotel employees, about 12 in the bargaining unit were represented by the union.

On February 13, 1958, an application was filed with the Board for a declaration terminating bargaining rights of Local 448. Attached to the application was a petition signed by ten employees who stated that they no longer wished to be represented by the union. One of the signatures was that of Kenneth Eaton.

On March 3, 1958, the application for decertification was heard by the Board according to Section 41 (3) of the Ontario Labour Relations Act, which reads as follows

Upon an application under subsection 1 or 2, the Board shall ascertain whether a majority of the employees in the bargaining unit have signified in writing that they no longer wish to be represented by the trade union and, if a majority so signify, the Board shall, unless the trade union concerned informs the Board that it does not desire to continue to represent the employees in the bargaining unit, by a representation vote, satisfy itself that a majority of the employees desire that the right of the trade union to bargain on their behalf be terminated.

Prior to the hearing, the Board informed the applicants that the union claimed that there was an irregularity in respect of the signature of Kenneth Eaton on the petition supporting the application, and that the Board intended to conduct an inquiry at the hearing into the validity of Eaton's signature.

Counsel for the applicants, in an affidavit presented to the Court, claimed that at the

hearing Sims and Eaton gave evidence to the effect that Sims had telephoned Eaton soliciting his signature but Eaton was then ill and authorized Sims to ascribe his (Eaton's) signature to the petition.

The Chairman of the Board, in his affidavit to the court, stated that his notes regarding the evidence given by Eaton at the hearing did not show any mention that Eaton was ill at the time when Sims was seeking signatures to the decertification petition. The Chairman's affidavit suggested that Eaton, Sims, and counsel for the applicants were inaccurate in their version as to what occurred at the Board's hearing of March 3, 1958.

On February 10, 1959, the Board dismissed the application for decertification on the grounds that the document filed by the applicants in support of the application for decertification bore the purported signature of one employee who did not sign the document. As the applicants failed to disclose that fact to the Board until after it had been brought to the Board's attention by the union, the Board could not place any reliance on any of the evidence submitted by the applicants, and the application for decertification had to be dismissed.

Mr. Justice Stewart, commenting on the Board's decision, said that he was provided with affidavits from all the signatories to the petition (with the exception of one person), all of whom stated that they had signed the petition. The Board held the investigation as to alleged fraud regarding one signature and a satisfactory explanation was given at a proper and reasonable time. Further, in Mr. Justice Stewart's opinion, the petition containing nine out of eleven or twelve signatures, the validity of which was not denied, was properly presented to the Board. Nevertheless, the Board saw fit to dispose of the matter on the grounds of credibility, implying that at least five other signatures besides Eaton's were forged. In Mr. Justice Stewart's view, this suggestion seemed obvious, for had the Board accepted the validity of all the signatories with the exception of that of Eaton, it would have been bound to order a representation vote under Section 41 (3) of the Act.

Mr. Justice Stewart thought that the Board's approach to the question of credibility in the case was utterly wrong, but he felt that he could not remedy the situation since, in *certiorari* proceedings, he could not review or correct a finding made on the basis of credibility. Accordingly, the application to quash the Board's order was dismissed. *Chowen and Sims v. Ontario Labour Relations Board*, (1960), 24 D.L.R. (2d), Part 9, p. 656.



# Recent Regulations under Provincial Legislation

## Alberta, Saskatchewan adopt latest edition of C.S.A. Safety Code for Elevators

In Alberta, the second edition of the C.S.A. Safety Code for Elevators, Dumbwaiters and Escalators (B44-60) has been adopted as regulations under the Factories Act, with the addition of a new section relating to layout drawings and authority for enforcement. The regulations under the Electrical Protection Act relating to electrical installations and equipment in oilfields were amended.

In Saskatchewan, revised regulations under the Passenger and Freight Elevator Act also adopted the new code.

### Alberta Electrical Protection Act

Alberta has issued Reg. 343/60 under the Electrical Protection Act, further amending Reg. 414/59 (L.G., Mar. 1960, p. 282). Gazetted November 15, the amendment makes a number of changes in the rules relating to electrical installations and equipment in oilfields.

### Alberta Factories Act

Alberta has issued Reg. 261/60 adopting as regulations under the Factories Act the Canadian Standards Association B44-1960 Safety Code for Elevators, Dumbwaiters and Escalators (Second Edition). The new regulation, gazetted August 31, came into force on January 1, 1961, rescinding Reg. 429/57.

Reg. 262/60, amending Reg. 261/60, was also gazetted August 31. It adds two sections to provisions set out in the Code. These sections relate to layout drawings and specifications and authority for enforcement. The effective date was January 1, 1960.

Another order, Reg. 263/60, gazetted August 31, provides regulations governing periodic inspections and tests of passenger and freight elevators, escalators and dumbwaiters. The regulations came into force on January 1, 1961, and apply to all existing passenger and freight elevators, escalators and dumbwaiters and all new passenger and freight elevators, escalators and dumbwaiters after being placed in service.

The new provisions require that each installation be inspected annually by the Department of Labour. If an inspector notes conditions that contravene the Code or good operating practice, he must bring them to the attention of the owner, who must take whatever remedial action is ordered. Where an immediate hazard to persons exists, the inspector may order the installation out of service.

An inspector is empowered to require an owner to carry out tests designed to ensure the safe operation of an installation. Where an installation is placed out of service for a definite period, periodic inspection and tests may be discontinued, but it must be inspected before it can be operated again.

### Saskatchewan Passenger and Freight Elevator Act

New regulations have been issued under the Saskatchewan Passenger and Freight Elevator Act. Approved by O.C. 1798/60, gazetted November 10, they rescind O.C. 2191/49 (L.G. 1950, p. 227), as amended by O.C. 1634/50.

The requirements of the new regulations are mainly the same as before, but new provisions have been introduced in respect to the application of the Canadian Standards Association Safety Code for Elevators, Dumbwaiters and Escalators; safety tests and operators' licences.

The regulations formerly specified that the C.S.A. Elevator Code was to be complied with "where required" by the regulations. The new regulations provide that the Code "shall be complied with as requirements under section 18 of the Act."

The following additional elevating devices are now excluded from the regulations: portable tiering or piling machines used to move material to and from storage and located and operating entirely within one storey; equipment for feeding or positioning materials at machine tools, printing presses, furnaces, etc.; hoists for raising or lowering materials and which are provided with unguided hoods, slings, and similar means for attachment to the materials; lubrication hoists or similar mechanisms; wharf ramps; amusement devices; stage and orchestra lifts; lift bridges; railroad car lifts or dumpers; and devices having a travel of less than one storey, but not exceeding five feet and used only for the transfer of material or equipment. The Code does not apply to any of these devices.

A new provision requires that if an inspection of an installation indicates that safety tests are necessary, the owner must be requested to have the car or counterweight, or both, tested by a person licensed under the Act other than an operator. The owner must submit a report to the Department of Labour on completion of the test. The installation may be sealed by the Department if tests are not performed.

*(Continued on page 72)*



# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Initial and renewal claims for unemployment insurance during October up 27 per cent from previous month and 18 per cent from October 1959, statistics\* show

Claimants† for unemployment insurance benefit on October 31 numbered 330,200, an increase of 18 per cent over the total of 279,500 on September 30, and 32 per cent higher than the figure of 250,600 on October 31, 1959.

The number of male claimants was 40 per cent greater than at the same time last year; the number of female claimants 16 per cent greater.

The number of persons on claim for 13 weeks or more at October 31 was 42 per cent higher than at the same time last year. About one in five of the 230,000 male claimants had been on claim for this length of time; among females, the proportion was one in three. Females comprised 41 per cent of the longer term claimants but amounted to only 30 per cent of all claimants.

Initial and renewal claims for benefit during October numbered 178,200, which was 27 per cent more than the September total of 149,300 and 18 per cent above the total of 151,200 in October 1959. Compared with the previous year's figure, renewal claims were 35 per cent higher, but initial claims increased by only 8 per cent.

The average weekly number of beneficiaries was estimated at 225,900 for October, 222,700 for September, and 159,800 for October 1959.

Benefit payments totalled \$20,700,000 in October, \$21,200,000 in September, and \$13,800,000 in October 1959.

The average weekly benefit payment was \$22.86 in October, \$22.65 in September and \$20.51 in October last year.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for October showed that insurance books or

\* See Tables E-1 to E-4 at back of this issue.

† A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in progress.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

contribution cards had been issued to 4,822,055 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1960.

At October 31 employers registered numbered 332,149, an increase of 373 since September 30.

### Enforcement Statistics

During October 5,548 investigations were conducted by enforcement officers across Canada. Of these, 1,630 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 120 were miscellaneous investigations. The remaining 3,798 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 217 cases, 44 against employers and 173 against claimants.\* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 3,704.\*

### Unemployment Insurance Fund

Revenue received in October totalled \$30,246,976.09 compared with \$27,335,026.34 in September and \$23,357,196.24 in October 1959. Benefits paid in October totalled \$20,650,922.40 compared with \$21,186,259.61 in September and \$13,761,554.32 in October 1959.

The balance in the Fund on October 31 was \$329,072,495.46; on September 30 it was \$319,476,441.77 and on October 31, 1959, it was \$464,834,421.33.

\* These do not necessarily relate to the investigations conducted during this period.

# Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1781, September 29, 1960

**Summary of the Main Facts:** The claimant, single, 37 years of age, filed an initial application for benefit on December 23, 1959, and stated that she had worked in Vancouver, B.C., as a switchboard operator for a wholesale electric supply company from April 15, 1952, to December 8, 1959, when "I left voluntarily. I am required to look after my mother who is ill. (Unemployed since 8 December). I cannot take any work at present during her illness." Her rate of pay was \$52.50 a week. The employer reported: "Leave of absence for urgent family reasons."

On December 24, 1959, the local office wrote to the claimant asking whether there was anyone else who could have cared for her mother during her illness and whether she had asked for a leave of absence before terminating her employment. The claimant replied on December 29, 1959: "On giving my employer my notice, he suggested a leave of absence. I am enclosing a letter from the doctor who is attending my mother."

The medical certificate referred to, which is dated December 29, 1959, reads:

...I first saw this 71-year old woman in January of 1957 because of the complications of arteriosclerotic heart disease, including congestive failure, a rapid atrial fibrillation, and more recently, cerebral vascular accidents. On her most recent admission to hospital in September of 1959, a diagnosis of diabetes mellitus was also established. She has been discharged to continued care at home, but is really not capable of looking after herself or the home properly. Her daughter has kindly consented to act as nurse, and this letter is to confirm the fact that a nurse is required.

On the evidence before him, the insurance officer notified the claimant by letter on January 4, 1960 that she was disqualified from receipt of benefit (a) from December 20, 1959 to January 16, 1960 inclusive because, in his opinion, she had voluntarily left her employment without just cause and (b) from December 20, 1959, also, on the ground that because of her domestic circumstances, she was not available for work (sections 60 (1) and 54 (2) (a) of the Act).

On March 15, 1960, the claimant made the following statement: "I have no idea when I will be able to return to work as my mother is still recovering from a stroke and I am needed at home."

The claimant appealed to a board of referees and in her submission, dated March 23, 1960, she stated, among other things:

In December I took a leave of absence to help my father care for my very sick mother who could not be left alone at that time...

After four weeks of reporting and standing for some time in various queues, I finally received \$19 each week, commencing February 2nd. On March 18, I received a notice of overpayment, telling me I was disqualified and should never have received the money and would need to pay all back which I have received. I have worked 18 years and paid regularly into Unemployment Insurance and never have asked for a penny and now this...

My parents are old age pensioners and I have earned nothing since leaving my employment on December 8th...

The insurance officer commented that the local office omitted to post the indefinite disqualification to the claimant's unemployment register and payment of benefit was made from January 24, 1960 to March 12, 1960, when the omission was discovered.

The claimant did not attend the hearing of her case before a board of referees in Vancouver on April 26, 1960, nor was she represented there. The board, by a majority decision, dismissed the appeal and maintained both the disqualifications that had been imposed by the insurance officer. The majority members held, in effect, that the claimant's reason for voluntarily leaving her employment on December 8, 1959 was a personal one and, regardless of how good that reason was, it could not be recognized as just cause within the meaning of the Act.

As to the question of the claimant's non-availability for work, the majority members held:

...Claimant should be well-aware that to be eligible for benefit under the Act she must be (a) unemployed (b) capable of and available for work. The claimant has fulfilled the first condition but on the second condition she has not, and her own statement substantiates this...

The claimant appealed to the Umpire and stated:

After paying Unemployment Insurance for 18 years without ever drawing any, I should be entitled to some. If I had been dishonest (as many are) and said that I was available for work, turning it down, as unsuitable whenever offered, everything would have been all right. Furthermore, as the dissenting voice on the Board stated, the fact is that I was paid benefit (\$133) and it is not reasonable to expect that I would be paid if I was not entitled to it. I gave the true facts about my reason for unemployment at all times.

Also, after being unemployed for practically four months and being of assistance to my parents, I am not in a position to be able

to repay the above amount nor is it fair that I should be asked to do so...

The appeal was not filed within the required period of time stipulated by section 75 of the Act, but the Umpire allowed it to proceed.

**Considerations and Conclusions:** By the claimant's own admission, she was not available for work on the date she filed her claim for benefit nor thereafter because she was required to care for her mother, who was ill.

No matter how praiseworthy her devotion to her mother may have been and regardless of how necessary her presence was required at home for the care of her mother, it cannot alter the fact that she was not in the labour market during the period in question. Consequently, as she was not available for work within the meaning of section 54 (2) (a) of the Act, she was rightly disqualified by the insurance officer under that section and I so decide.

As to the disqualification imposed on the claimant for having voluntarily left her employment, the record shows that she was granted leave of absence. Consequently, she did not completely separate from her employment and she cannot be said to have "left" such employment within the meaning of that word in section 60 (1) of the Act. Therefore, as I consider that the disqualification imposed under that section was not justified, it must be removed and I so decide.

But for this modification, the claimant's appeal is dismissed.

The unfortunate omission of the local office employee to post the disqualification for non-availability to the claimant's unemployment register and the overpayment that resulted can have no bearing on the merits of the present case as the claimant, in fact, was not available for work. On the other hand, the question of the repayment of the benefit which was, apparently, received by her in good faith is a matter which can be dealt with only by the Commission under Regulations 174 and 175.\*

### Decision CUB-1785, October 6, 1960

**Summary of the Main Facts:** The claimant, single, 21 years of age, filed an initial application for benefit on September 14, 1959 and registered for employment as an auto mechanic. He stated in the application that he had worked as an auto mechanic for a Vancouver garage from September 1957 to August 29, 1959, when he became

\*Regulation 174 deals with the ratification of benefit wrongly paid, and Regulation 175 provides for the write-off of benefit wrongly paid under certain circumstances, which are listed in the Regulation.

separated from the said employment for the following reason: "Laid off. Change of ownership, unemployed since, available for work and capable of work." His salary at the time of his separation from employment was \$56 a week.

In the Confirmation of Separation (Form UIC 479) the employer (the claimant's father) reported on September 17, 1959, as follows:

When I sold by business... I had to lay off Stan. The new owners had their own man and couldn't put him on payroll. Until such time as I get another business rolling I have no need for any employees.

The claim was allowed effective September 13, 1959.

On February 11, 1960, at the request of the local office of the Unemployment Insurance Commission, an enforcement officer of the Commission interviewed the claimant and obtained the following statement from him:

... I was formerly employed by my father... up to 29 Aug. 59. At that time he sold the station but he retained the back portion and has now opened up a body shop... Now that I am unemployed I spend all my time at these premises. I help out around the shop, look after the books and am general handyman. For this I receive no remuneration. The only thing, I do not have to pay room and board at home so long as I help out at the shop. When I was employed I paid \$10.00 per week for room and board. I am in no way associated with the business except as stated above. I am available for work at any time and would accept employment if it was offered to me in my registered occupation. I never realized that possibly I should have informed the office where I was spending my time but I am available for work at any time and could be contacted immediately if required.

On March 17, 1960, the claimant's father, owner and manager of the shop, wrote to the local office as follows:

In answer to your questions in your letter dated Mar. 16/60, I would say that Stan arrives at the shop between 8 a.m. & 10 a.m. and leaves around 5 p.m. He spends six days a week at the shop except when he's out looking for a job.

If my son would have found employment elsewhere, it would not have been necessary for me to hire someone else to replace him. However, the shop is beginning to get on its feet and I am anticipating putting Stan on payroll at the end of March.

In answer to question 3, the value of the room and board Stan would be required to pay is \$10.00 per week. Stan will not be living at home after March 19th; he is getting married and will move to an apartment.

The following is an extract from the report of the formal investigation dated April 12, 1960:

Claimant stated that since he became unemployed in September 1959 he has spent practically all his time at the shop doing odd jobs and looking after the books. When I called on 11 February claimant was in the body shop working on a car. He states that he has been unemployed and available for work at all



times. His only consideration for his efforts is that he does not have to pay board, which would amount to approximately \$10.00 per week.

The insurance officer notified the claimant on April 19, 1960 that he was disqualified from receipt of benefit retroactively to September 13, 1959, because, in his opinion, the claimant had failed to prove that he was unemployed as required by sections 54 (1) of the Act and 154 (1) of the Unemployment Insurance Regulations. The insurance officer's decision was based on the ground "that the claimant was performing services which are usually remunerated, was in control of his working hours, which constituted a full working week for that employment and therefore could not be considered employment to a minor extent".

On behalf of the claimant his lawyer appealed to a board of referees on May 19, 1960; he stated:

This is to advise you that this office has been retained by [the claimant] with regard to your recent notification to [him] stating he owed an overpayment to the Commission in the sum of \$521.00.

This is to point out that it appears to the writer that such is not the case. During the time in question [the claimant] was definitely not employed in a gainful occupation wherein he was receiving over the sum of \$10.00 per week. [The claimant], during the time that he drew unemployment insurance benefits, was unemployed and seeking employment from various places. [The claimant] has further advised that some of the employers that he inquired of were Auto Marine Electric, Marshall Pontiac Buick, Auto Electric Service, Taylor Pearson and Carson (Marpole Branch) amongst others and that at the time stated none of these places and others had any employment that [the claimant] could take.

Further, the Unemployment Commission was unable to advise him of any place where [he] would be able to obtain a job. Therefore, rather than being idle from day to day and rather only as to occupy himself [he] assisted his father... For his services [the claimant] received no compensation other than the fact that he received at his home free board and room and it was considered between himself and his father that this would be approximately a payment of \$10.00 per week.

[The claimant] has further stated in an affidavit taken at your office on the 11th February, 1960 that he was willing to accept any employment that was reasonably suitable that the Unemployment Insurance Commission would be able to advise him of.

Under these circumstances it would then appear that [the claimant] does not appear to have violated the Act for surely it is not the intention of the Act to enforce idleness upon people who are simply waiting for work. [The claimant] felt under the circumstances that he could at least be useful to his family if he was incapable of earning his own living at that time. Further, it is suggested that [his] father can be contacted in this regard by the Commission and [his] father will be only too willing to open his books to the Commission to prove that he paid his son no wages for the services his son rendered.

In conclusion then, the writer would like to point out that perhaps the Commission in this instance should inquire further into the facts of this situation as they exist before any decision is made as there certainly seems to be evidence of [the claimant's] good faith and of [his] total unemployment during this period except as aforementioned...

Included in the submissions is the following letter dated June 8, 1960, addressed to the claimant by Gilley, Hunt and Wilson Limited, Vancouver:

Regarding your query as to application for employment in our own shop, or in any Auto Body Shops which are customers of our firm, we wish to advise that you approached us about the middle of September last (1959), and that we were unfortunately unable to assist you in any way either directly or through Shops that might have placed a query with us concerning Body Men or Painters.

The board of referees which heard the case in Vancouver on June 10, 1960, by a unanimous decision, dismissed the appeal and maintained the disqualification that had been imposed by the insurance officer. The board's decision reads:

The claimant appeared along with members of his family and an accountant. In addition, the claimant was represented by Mr. N. M. Goldman, Barrister and Solicitor, who very eloquently and ably presented the claimant's side of the appeal.

During the very lengthy hearing the Board accepted as facts the following: That the claimant genuinely tried to find work and made considerable attempt in this direction. Also, it was established that by working with his father he had a good base of operations from which to look for work. Also, no money was received by the claimant during the period 13 September to 11 February 1960. (In this regard it was admitted that the claimant was living at home but paid no board, although formerly he had paid board in the amount of \$10 a week). Also, that the claimant was at all times available for work not only daily but hourly. It was also established that if the claimant had not been working for his father, his father would not have employed anybody else and paid a remuneration for the work. The Board has accepted all these facts but cannot get away or rather depart from the principles laid down by the Umpire in many decisions covering such cases. We will quote, in brief, a few.

CUB 793—"That the claimant who took an active part in the operation of a boys' clothing store, allegedly owned by his wife and brother, had not proved that he was unemployed within the meaning of the Act inasmuch as he worked during normal working hours and therefore followed an occupation for which it is customary to receive remuneration."

CUB 758—1—"That the apparent lack of remuneration in the case of a claimant who follows an occupation which is ordinarily remunerated does not necessarily lead to the conclusion that he is unemployed within the meaning of the Act.

2—"That the fact of being available for work is not conclusive evidence of unemployment."

Other decisions quoted in the submission, namely CUB 1592, CUB 1515, CUB 1404, CUB 1146 all uphold the same principle.

The solicitor for the claimant did quote several Umpire's decisions on which he based his appeal—that the claimant was actually performing a work of benevolence to the family, amongst which was one decision, CUB 442.

However, the board in weighing the evidence and arguments have concluded that the weight of the argument in the first mentioned Umpire's decision far outweigh the argument regarding the benevolent gesture because it feels, according to the evidence, that the work the claimant performed and time put in constituted more than a benevolent gesture. The appeal is therefore disallowed and we confirm disqualification, indefinitely, as from 13 September 1959 under Section 54 (1) of the Unemployment Insurance Act and Unemployment Insurance Regulation 154 (1).

With the permission of the chairman of the board of referees the claimant, through his lawyer, appealed to the Umpire on the following grounds:

The Board of Referees having accepted the following facts, namely, that the Claimant genuinely tried to find work (CUB 1085, 1154, 1246, 1254, 1327, 1338), that he left himself in a good place to find work and also made a considerable attempt to find work (CUB 756), that no money was received by the Claimant and that he was available for work, not only daily, but hourly (CUB 916), and that his father would have hired no one to replace him if he left.

Further, it was adduced in evidence that the father had no control over the times or days the Claimant attended his premises and indeed he came and went as he pleased at and on his own time. Under the above circumstances, the Claimant herein points out that CUB 793 should be distinguished as differing from this case as in that instance the Claimant did not prove his availability for work whereas as in this case that fact has been accepted.

Further, CUB 758 states a maximum upon which the Claimant is not necessarily relying and points out that the lack of remuneration may not lead to the conclusion of unemployment, that lack of remuneration *plus* the other factors having been established, namely, an honest and considerable attempt to find work, a placing of the Claimant in a position where he would be most likely to find work and the desire and availability to take work almost immediately can and may lead to the conclusion of unemployment, which is the contention of the Claimant.

Further, the Claimant submits that the reasoning in CUB 442 should be applied. In that case the activities of the Claimant were judged "as acts of benevolence" which might be expected of any married man—why cannot the acts between father and son be judged to be benevolence as well?

Further, the Claimant quotes CUB 514. Here again, the husband was helping his wife *full time*. The Umpire decided that the case had elements of "good faith" and allowed the "benefit of the doubt". Can not the same be applied here? There seems to be ample evidence of good faith and honest desire to find employment in this instance.

In summary then, the Claimant asks for the "benefit of the doubt". As previously pointed out, useful activity is preferable to idleness and

it does not seem to be the intention of the Act to enforce idleness upon Claimants. The Claimant honestly tried to find work but also tried to be useful to his family in his spare time. Surely this type of activity of the unemployed should not be condemned.

In a memorandum dated July 26, 1960, for the attention of the Regional Claims Officer, the enforcement officer stated:

...The premises of...are located at the corner of...Street and...Drive, in the City of Vancouver. The Body Shop is located at the rear of the Service Station. Either address—... or...—could be used. This auto body shop was in operation during the period that [the father] owned the Garage portion. He sold the front portion of the garage and retained the Body Shop in the rear. The operation of the Body Shop was, therefore, a continuous operation...

**Considerations and Conclusions:** The record shows that the claimant received free room and board at his home on the condition that he would "help out" in his father's shop, that he would look after the books and act as a general handyman. In fact, he stated "...I do not have to pay room and board at home so long as I help out at the shop." This, in itself, constitutes evidence that a contract of service existed between the claimant and his father.

The record shows also that although the claimant had no fixed hours of work, it is noted that his daily time of arriving at the shop was between 8 a.m. and 10 a.m. where he remained until 5 p.m. He did this six days a week except when he was looking for other work. In view thereof, he can be said to have been employed in employment in which he was in the position of controlling his working hours and, therefore, his case must be decided in accordance with the provisions of subsections (1) and (2) of Regulation 154, that is, the claimant shall not be considered as unemployed during any period in respect of which he remained employed by his father unless such employment was "so minor in extent that a person would not, under the circumstances, normally follow it as a principal means of livelihood."

I find that in examining this case the insurance officer, the board of referees and the claimant have relied on the jurisprudence established in relation to obsolete provisions of the Act and the Regulations. Such a practice is not without danger, as can be seen by the importance that was unduly attached to the question of the claimant's availability for other work.

However, the test of availability for an additional full-time employment "in a particular week", a test which seems to have been the basis of the old Regulation 158 (4), no longer exists as a condition of an insured

(Continued on page 78)

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during November

### Works of Construction, Remodelling, Repair or Demolition

During November the Department of Labour prepared 319 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 172 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in November for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
CMHC .....	2	\$ 10,488.00
Defence Production .....	107	421,895.00
Post Office .....	4	111,062.60
RCMP .....	3	11,918.90

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during November

During November the sum of \$4,355.42 was collected from 10 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 184 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during November

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Lennoxville Que:* Eugene Marcoux, construction of three barns, Dairy Cattle Centre, Experimental Farm. *Outlook Sask:* Piggott Construction Ltd, construction of twelve relief wells & drainage conduit—Stage 1, South Saskatchewan River Dam. *Lethbridge Alta:* Getkate Masonry Construction Ltd, construction of poultry house, sewage disposal system & foundation for residence, Animal Pathology Laboratory. *Summerland B C:* Colin A Campbell, construction of barn, Research Station.

### Atomic Energy of Canada Limited

*Chalk River Ont:* Lindsay Scharfe, \*application of built-up asphalt & gravel roof for Bldg 234; C J Lehman & Sons Ltd, \*supply & installation of terra cotta tile & brick for change room of Bldg 150.

### Central Mortgage and Housing Corporation

*Fredericton N B:* Anric Engineering Co, repairs to basement walls & landscaping for 32 housing units (VR 3/48). *Montreal Que:* Giovanni Di Filippo, \*snow removal, Benny Farm; Bub-L-Bath Car Wash Ltd, \*snow removal, Domaine des Prairies. *Camp Borden Ont:* Konvey Construction Co, construction of stage 4 extension & gymnasium to stage 3 school (DND 16/60). *Pembroke Ont:* B G Wall & Co Ltd, \*renovation to windows & installation of storm sash (1/54). *Petawawa Ont:* Conniston Construction Co Ltd, site improvement for high school (DND 15/58). *Victoria B C:* Kasapi Construction Co Ltd, \*repairs to house, 1732 Amphion St (Project 6-6A).

### Department of Citizenship and Immigration

*St John River Agency N B:* Donald Wort, additions & alterations to Woodstock Indian day schools. *Yukon Indian Agency Y T:* K Moore & Co Ltd, installation of dishwashing unit, Carcross IRS.

### Defence Construction (1951) Limited

*Greenwood N S:* Rodney Contractors Ltd, construction of PO bldg & services, RCAF Station. *Halifax N S:* C F Cox Ltd, re-roofing of Gladstone St Stores Bldg. *Shirley Bay Ont:* Roseboro Construction & Equipment Ltd, construction of guard house, Defence Research Board. *Trenton Ont:* Spiers Bros Ltd, construction of bulk petroleum storage & handling facilities, RCAF Station. *Cold Lake Alta:* Frazer & Rice Construction Ltd, extension to garage, RCAF Station. *Comox B C:* Gilmour Construction & Engineering Co Ltd, extension of concrete parking area, RCAF Station. *Victoria B C:* Hume & Rumble Ltd, renovations to electrical distribution system, Work Point Barracks.

## Building and Maintenance

*Dartmouth N S:* Northern Roofing & Metal Workers Ltd, renewal of roofing & flashings of hangars Nos 3 & 4 & bldg No 4, RCN Air Station, *Shearwater. Barriefield Ont:* J H McFarland Construction Co Ltd, additions & alterations to sewage system. *Trenton Ont:* H J Gascoigne Ltd, re-roofing of bldgs 21, 23, 32, 58 & hangars 1, 4 & 8, RCAF Station. *Uplands Ont:* Bedard-Girard Ltd, additional street lighting, RCAF Station.

## Department of Defence Production

*Torbay Nfld:* Ozark Electrical Co Ltd, replacement of voltage regulators & inspection of diesel unit at Parker's Pond installation, RCAF Station. *Summerside P E I:* Curran & Briggs Ltd, paving of various parking lots, RCAF Station; Maritime Asphalt Products, replacement of hardwood flooring in Officers' Mess & laying of rubber tile in Airmen's Canteen, RCAF Station. *Dartmouth N S:* James F Lahey Ltd, interior painting with fire retardent paint of Hangar "C", HMCS *Shearwater. Halifax N S:* Standard Paving Maritime Ltd, asphalt paving of Areas B & C, HMC Dockyard; Standard Paving Maritime Ltd, asphalt paving of Area A near Quay Wall E, HMC Dockyard. *Chatham N B:* Byron H MacDonald, interior painting of Hangar No 4, RCAF Station. *Farnham Que:* Jean Paul Lasnier, installation of concrete slabs for Cadet Camp area. *Granby Que:* Fernand Fortin Inc, installation of steam heating system at Armoury. *Valcartier Que:* J O Lambert Inc, asbestos shingle & asphalt roofing, No 20 Works Coy, RCE Camp. *Barriefield Ont:* Bemac Protective Coatings Ltd, installation of mastic asphalt surfacing in distribution area & in two storage wings, RCEME School. *Cornwall Ont:* Riddell Bros Co Ltd, plaster repairs & repainting Armoury. *Downsview Ont:* Terrazzo, Mosaic & Tile Co Ltd, repairing & refinishing of terrazzo surfaces at Defence Research Medical Laboratories, 1130 Sheppard Ave W. *Hagersville Ont:* Carmichael Roofing & Insulating Co Ltd, re-roofing of hangar No 3, Military Camp. *Niagara Falls Ont:* Warren Bituminous Paving Co Ltd, construction of vehicle parking lot, etc, Victoria Ave Armoury. *Ottawa Ont:* Dibblee Construction Co Ltd, construction of gravel road & culverts, Leitrim Wireless Station. *Fort Churchill Man:* Trevi-Tile Co, removal of existing floor & base & replacing with terrazzo-type flooring, men's mess kitchen, Bldg F16. *Moose Jaw Sask:* Bird Construction Co Ltd, removal of window sash & frames & replacing with new windows, Armoury. *Lancaster Park Alta:* P W Graham & Sons Ltd, installation of "Multiflex" door in north wall of Bldg No 187, MSE Garage, RCAF Station, Namao. *Esquimalt B C:* Farmer Construction Ltd, connecting steam distribution lines & domestic hot water supply from bldg No 28 to bldg No 54, HMCS *Naden.*

## Department of Fisheries

*Halifax N S:* Halifax Shipyards, \*construction of steel patrol vessel. *Vancouver B C:* Bel-Aire Shipyard Ltd, \*construction of wooden patrol vessel.

## Department of Justice

*St Vincent de Paul Que:* Roger Electric Inc, installation of electrical equipment in Substation, St Vincent de Paul Penitentiary.

## National Harbours Board

*Montreal Que:* Charles Duranceau Ltee, construction of main overpass, Section 2, Champlain Bridge; Louis Donolo Inc, construction of pile foundations, Elevator No 4. *Three Rivers Que:* Rosaire Dufresne Inc, construction of transit shed No 9.

## Department of Northern Affairs and National Resources

*Baker Lake N W T:* Argon Welding Industries Ltd, supply & installation of fuel oil storage tank & distribution system.

## Department of Public Works

*Burgeo Nfld:* Towne & Country Construction Co Ltd, wharf reconstruction. *Chester Ironbound N S:* Continental Construction Co Ltd, breakwater reconstruction. *Guyborough N S:* Campbell & Grant Construction Co Ltd, breakwater improvements. *Reserve Mines N S:* M R Chappell Ltd, construction of post office. *Batiscan Que:* Marautier Construction Inc, repairs to protection walls. *Berthier-en-Bas Que:* Les Entreprises Cap Diamant Ltee, construction of protection works. *Bridgeville Que:* Chandler Construction Ltd, repairs to



wharf & breakwater. *Cedarville Que*: Goudreau Construction Enrg, construction of wharf. *Chicoutimi North Que*: Georges Riverin & Fils Enr, reconstruction of stone wall. *Clermont Que*: Edgar Fournier & Gerard Neron, construction of post office. *Contrecoeur Que*: Gordon Wells, repairs to retaining wall. *Havre aux Maisons, I M Que*: La Cie de Construction Arseneau, construction of landing extension. *L'Isletville Que*: Paul Malenfant, construction of post office. *Matane Que*: Georges Tremblay, construction of retaining wall. *Nouvelle Que*: Ouellon Construction Ltd, construction of post office. *Riviere Onelle Que*: Pohenegamook Construction Ltd, wharf repairs. *St Basile de Portneuf Que*: Theriault & Beland Inc, construction of post office. *Ste Claire Que*: Georges Chouinard, construction of post office. *Sept Iles Que*: Nordbec Construction Inc, construction of houses for UIC & NA & NR. *Val Brilliant Que*: Henri Audet, construction of post office. *Bala Ont*: B & J Fawcett, wharf repairs. *Burgessville Ont*: Butler-Ash Ltd, construction of post office. *Carp Ont*: Coady Construction Ltd, construction of post office. *Courtright Ont*: Concord Homes, construction of post office. *Jackson's Point Ont*: Simcoe Dock & Dredging Ltd, repairs to South wharf. *McIntosh Ont*: A K Penner & Sons Ltd, construction of two staff units, IRS. *Ottawa Ont*: A Lancet Construction Co Ltd, construction of oil storage tank farm bldg & addition, alterations & repairs to Bldgs "H" & "J", 562 Booth St; Stanley G Brooks, supply & installation of fire alarm system, Royal Canadian Mint, Sussex Drive; Robert Strang, redecoration of certain rooms, Daly Bldg; Universal Electric, supply & installation of transformer & certain alterations, Central Heating Plant, Cliff St. *Pendleton Ont*: Dixon Van Lines Ltd, moving film cannisters & storage racks to Beaconsfield, Que. *Port Rowan Ont*: John L Wamsley, construction of retaining wall. *South River Ont*: Farquhar Construction Ltd, construction of post office. *Wellington Ont*: Frankford Builders Supplies, construction of post office. *Zurich Ont*: John B Erb, construction of post office. *Crystal City Man*: H J Martens, construction of post office. *Wasagaming Man*: Dauphin Fixtures Ltd, construction of RCMP detachment quarters. *Canwood Sask*: E D Senum, construction of post office. *Kelliher Sask*: Holterman Construction, construction of post office. *Milden Sask*: Wolfe Construction, construction of post office. *Ponteix Sask*: Swift Construction Co Ltd, construction of post office. *Prelate Sask*: Wolfe Construction, construction of post office. *Redvers Sask*: F A France Construction Co Ltd, construction of post office. *Rockglen Sask*: Inland Construction Ltd, construction of post office. *Coronation Alta*: Robert Holzer, construction federal bldg. *Exshaw Alta*: Borger Structures Ltd, construction of post office. *Standard Alta*: Borger Structures Ltd, construction of post office. *Bralorne B C*: Burdett Construction Co Ltd, construction of post office. *Klenutu B C*: Stange Construction Co Ltd, construction of addition to classroom & new staff residence, Indian day school. *Penticton B C*: Inland Paving Co Ltd, blacktop paving, Radio Astrophysical Observatory. *Port Alberni B C*: Greenlees Piledriving Co Ltd, wharf repairs, Argyle St. *Prince Rupert B C*: Northwest Construction Ltd, construction of new floor in laundry room & alterations to heating system in nurses' residence, Miller Bay Hospital. *Salmo B C*: Southwest Construction Co Ltd, construction of post office. *Vancouver B C*: Allan & Viner Construction Ltd, alterations to old Federal Bldg (second stage), for UIC. *Yarrow B C*: Triangle Construction Co Ltd, construction of post office.

### Contracts Containing the General Fair Wages Clause

*Burin Nfld*: Grandy's Carpenter Shop, general alterations, federal bldg. *Sydney N S*: McDonald & Robertson, installation of fire-alarm system, federal bldg. *Drummondville Que*: Benjamin Robidas, parapet wall repairs, Heriot Bldg. *Lachine Que*: Edgar Milet Inc, interior painting & plaster repairs, federal bldg. *LaSarre Que*: Alexandre Roberge, general repairs, federal bldg. *Matane Que*: Cie de Construction MFM Ltd, installation of lock boxes, post office. *Quebec Que*: M J Roland Seguin, interior repainting, the Citadel. *Chapleau Ont*: Charles W Collins Store Ltd, interior painting, federal bldg. *London Ont*: E R Taylor Construction Ltd, alterations to Prevost Bldg; Toten Construction Co Ltd, general alterations, Fisheries Research Board. *Ottawa Ont*: Fikit Household Services Ltd, roof repairs, Supreme Court Bldg; A Currie & Son, electrical repairs, British American Bank Note Bldg; Sanco Ltd, cleaning of walls, Victoria Museum; J Milton, supply & installation of exhaust fans, Citizenship & Immigration Bldg; Oak Construction Co Ltd, general alterations, 860 Bank St; R A Bingham & Son, general alterations, Jackson Bldg; Ontario Bldg Cleaning Co Ltd, cleaning & servicing unit heaters, various bldgs; Hurdman Bros Ltd, moving equipment to new location, Le Droit & Rovale Bldgs. *Seaforth Ont*: Hildebrand Paint & Wallpaper, interior painting, federal bldg. *Stratford Ont*: Pounder Bros, supply & installation of partitions, federal bldg. *Tillsonburg Ont*: Sinden's Ltd, interior painting, federal bldg. *Steinback Man*: Steinback Lumber Yards Ltd, installation of lock boxes, federal bldg. *Winnipeg Man*: Wyatt Construction Ltd, installation of screenline.



Postal Station "B". near *Chilliwack B C*: North Western Dredging Co Ltd, dredging in Chilliwack River. *Courtenay B C*: Courtenay Decorators, general alterations, federal bldg. *Douglas B C*: Warren M Slaughther, general alterations, Customs & Immigration Bldg. *New Westminster B C*: Evans, Coleman & Evans Ltd, dredging in Fraser River at Government wharf & 8th St floats. *Vancouver B C*: Arvin Hanna, general alterations, Alvin Bldg. *Williams Lake B C*: G & L Carlson Construction Ltd, interior alterations, federal bldg.

### St. Lawrence Seaway Authority

*Lachine Que*: Charles Duranceau Ltd, paving of bridge No 1, Lachine Canal, Eastern District. *St Lambert & Cote Ste Catherine Que*: Quebec Engineering Ltd, construction of entrance wall fenders, St Lambert & Cote Ste Catherine Locks—Eastern District. *Cornwall Island Ont*: Coleman Munro Ltd, construction of drain from municipal road to Customs area. *Iroquois Ont*: Glen Lawrence Construction Co Ltd, paving of road at Iroquois Lock Sightseeing Area. *Port Dalhousie Ont*: Bridge & Tank Co of Canada Ltd, erection of swing bridge (over Third Welland Canal). *St Catherines Ont*: Bridge & Tank Co of Canada Ltd, repair & modification of segmental & truck girders of rolling lift bridges across Welland Ship Canal, Western District; G M Gest Contractors Ltd, modification of mitre gate sills, Welland Canal, Western District; Bridge & Tank Co of Canada Ltd, repair of Bridge No 3 across Welland Canal; R E Law Crushed Stone Ltd, tack coating & asphaltting of wearing surfaces of Bridges Nos 14 & 16, Welland Canal; Dominion Bridge Co Ltd, replacement of counterweight ropes, Bridge 21, Welland Canal; R E Law Crushed Stone Ltd, tack coating & paving of lift spans of Bridge 18, Welland Canal, Western District; Art Ellis Construction Co, construction of linesmen's bldgs, Locks 3 & 7, Welland Canal.

### Department of Transport

*Cape Race Nfld*: Davis Construction Ltd, construction of single dwelling, garage & related works. *St John's (Torbay) Nfld*: Rayner Construction Ltd, repairs to runways 08-26 & 02-20 & ramp, Airport; E P Electric Products Co Ltd, extending H I lighting on Runway 17-35 & relocating approach lights. *Halifax N S*: Universal Electric, installation of street & car park lighting, International Airport; Diamond Construction (1955) Ltd, construction of transmitter bldg, remote receiver bldg, antenna tuning house & related work, Camperdown. *Grindstone M I Que*: Clarry Arseneau, construction of two single dwellings. *Montreal Que*: G M Gest Contractors Ltd, installation of street & car park lighting, Airport; Allied Building Services Ltd, cleaning of Air Terminal Bldg, Airport. *Malton Ont*: Marley Canadian Ltd, supply & installation of cooling towers for power plant, new Terminal complex, Toronto Airport; Dominion Bridge Co Ltd, supply & installation of boilers for power plant, new Terminal complex, Toronto Airport. *Sault Ste Marie Ont*: Arctic Units Ltd, fabrication & erection of temporary Air Terminal Bldgs; Towland Construction Ltd, construction of water supply lines & associated work, Airport. *Toronto Ont*: Walter Young Machinery & Equipment Co Ltd, \*construction of sectional steel scow. *Windsor Ont*: Windsor Janitorial Service Co, cleaning of Air Terminal Bldg; Accurate Electrical Contractors, installation of MI lighting, Runway 02-30. *Flin Flon Man*: Tallman Construction Co Ltd, & Simkin's Construction Co Ltd, clearing, stumping, grubbing & construction of paved runway, aircraft parking apron, drainage, lighting & diversion of Provincial Trunk Highway No 10. *North Battleford Sask*: Del Frari Construction, construction of single dwelling, Airport. *Regina Sask*: Smith Bros & Wilson Ltd, construction of remote receiver bldg, Airport. *Peace River Alta*: Lahey Construction Ltd, construction of non-directional beacon & related work. *Fort St John B C*: McWilliams & Brown Enterprises Ltd, construction of ILS Runway 29 including various bldgs & related work. *Prince Rupert B C*: Greenall Bros Ltd, construction of various bldgs & related works; Greenall Bros Ltd, prefabrication & erection of temporary Air Terminal bldgs. *Williams Lake B C*: K Moore & Co Ltd, installation of rotating beacon, Airport.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, December 1960

Canada's consumer price index (1949=100) remained unchanged at 129.6 between November and December 1960. A year ago the index stood at 127.9\*. During the year the index averaged 128.0, which was 1.2 per cent above the 1959 average level of 126.5.

The food index declined 0.2 per cent; the household operation and "other" commodities and services indexes were unchanged. The shelter and clothing indexes were up 0.1 per cent.

The food index decreased from 125.5 to 125.3 as egg prices declined 6 cents a dozen to 62 cents and lower prices were reported for most cuts of beef and veal, lettuce, grapefruit and a number of domestically grown vegetables. Price increases occurred for a number of items including oranges, apples, fresh tomatoes, pork and chicken.

The shelter index advanced from 144.5 to 144.6. The rent component was unchanged for the third successive month, but price increases occurred for several items of home ownership.

\*See Table F-1 at back of book.

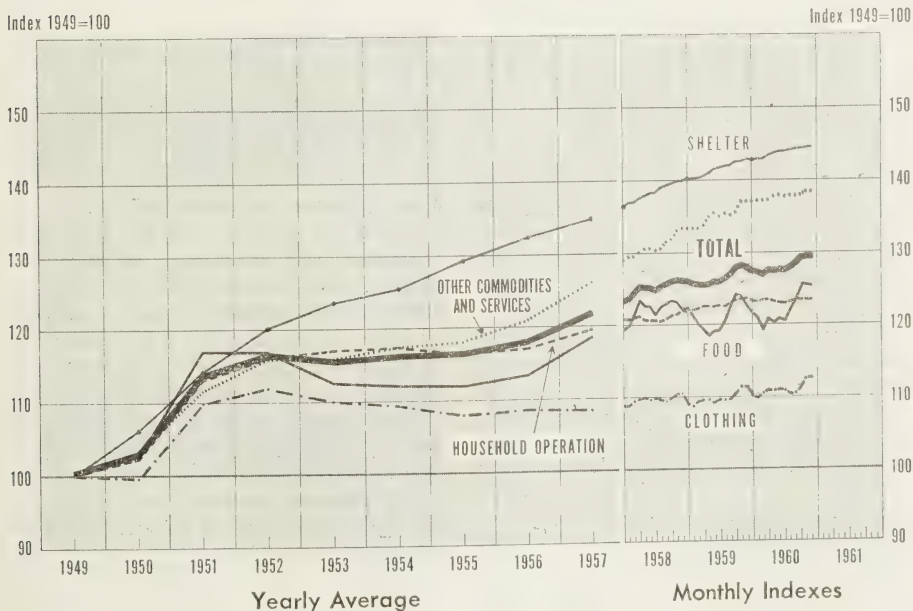
The clothing index increased from 112.5 to 112.6; more expensive were men's shirts, hats and over-alls; children's wear was somewhat higher. Prices for women's clothing were slightly lower as fur coat prices decreased. Footwear prices were unchanged, with higher prices for men's work boots balancing lower prices for women's over-shoes. Prices of piece goods showed no change.

The household operation index was unchanged at 123.5 for the third successive month, with price decreases for fuel oil offsetting minor price increases for some items of furniture, floor coverings, household supplies, utensils and equipment, and services.

The "other" commodities and services index was unchanged at 138.3, and reflected changes limited to higher prices for toilet soap and lower prices for gasoline and bicycles.

Group indexes in December 1959 were: food 122.4, shelter 142.7, clothing 111.4, household operation 123.7, and "other" commodities and services 136.9.

## CONSUMER PRICE INDEX



## City Consumer Price Indexes, November 1960

Consumer price indexes (1949=100) rose in six of the ten regional cities between October and November 1960.<sup>†</sup> Increases ranged from 0.1 per cent in Edmonton-Calgary to 0.8 per cent in St. John's. Indexes were unchanged in Saint John and Ottawa and declined 0.2 per cent in both Toronto and Saskatoon-Regina.

Food indexes declined in seven of the ten regional cities and increased in the other three cities. Shelter indexes increased in five cities, were unchanged in four cities and declined fractionally in the remaining city. Clothing indexes moved up in eight cities and were unchanged in two. Household operation indexes showed mixed results: five city indexes declined, four increased and one remained unchanged. Other commodities and services indexes were higher in all ten regional cities.

Regional consumer price index point changes between October and November were as follows: St. John's +0.9 to 115.9\*; Montreal +0.6 to 129.7; Winnipeg +0.6

to 127.7; Halifax +0.3 to 128.4; Vancouver +0.3 to 130.8; Edmonton-Calgary +0.1 to 125.7; Toronto -0.2 to 131.9; Saskatoon-Regina -0.2 to 125.5. Saint John and Ottawa remained unchanged at 130.0 and 130.2 respectively.

## U.S. Consumer Price Index, November 1960

The United States consumer price index (1947-49=100) rose between mid-October and mid-November for the 16th time in the past 20 months. It increased from 127.3 to 127.4, another record.

The principal factors in the month's advance were an unusual increase in food prices and the usual increase in prices for services. It was the first time food prices had risen in November since 1951.

## U.K. Index of Retail Prices, October 1960

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose almost a full point to a new high between mid-September and mid-October, climbing from 110.5 to 111.4. In October 1959 it was 109.2.

## Recent Regulations

*(Continued from page 60)*

The regulations now provide that before a new operator is put in charge of a passenger elevator he must have adequate experience or training under the direction of a licensed operator or an instructor and a complete knowledge of instructions for elevator operation as set out in the appendix to the regulations.

## Railway Board of Adjustment

*(Continued from page 55)*

One paragraph of this article provided that trainmen in regular assigned freight service would be used to operate the first unassigned train out of any away-from-home terminal when their regular train was reported four hours late or was cancelled.

The same paragraph, the company pointed out, also provided that if the train were reported four hours late another article of the agreement would apply with regard to payment for the time the crew was held away from home in excess of 16 hours.

The company agreed that it was required to pay this penalty when a train was reported four hours late, but on each of the trips for which the union submitted a claim the trains had been well ahead of the four-hour limit, the company said.

The Board did not sustain the employees' contention.

## Decisions of Umpire

*(Continued from page 65)*

person's unemployed status under the new Regulation 154 (2), such status now depending on the amount of time ("extent") that a person spends in "self-employment, business engagement or employment."

As the record shows that the claimant in the present case was working at his father's shop six to eight hours a day, six days a week (in fact, he stated that "I spend all my time at these premises"), I consider that his employment was not "minor in extent" and that he must, therefore, be considered as not unemployed for the purpose of the Act and the Regulations during the period in question in the present appeal.

For the above reasons, I decide to affirm the unanimous decision of the board of referees and to dismiss the claimant's appeal.

<sup>†</sup>See Table F-2 at back of book.

\*On base June 1951=100.



# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their Institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*. List No. 147.

## Annual Reports

1. GREAT BRITAIN. FACTORY DEPARTMENT. *Annual Report of the Chief Inspector of Factories for the Year 1959*. London, HMSO, 1960. Pp. 128.

2. GREAT BRITAIN. FACTORY DEPARTMENT. *Annual Report of the Chief Inspector of Factories on Industrial Health, 1959*. London, HMSO, 1960. Pp. 60.

3. GREAT BRITAIN. MINISTRY OF PENSIONS AND NATIONAL INSURANCE. *Report for the Year 1959*. London, HMSO, 1960. Pp. 140.

4. INDIA. MINISTRY OF LABOUR AND EMPLOYMENT. OFFICE OF THE CHIEF ADVISER, FACTORIES. *Annual Report for the Year 1959 on the Working of the Indian Dock Labourers Act, 1934 and the Indian Dock Labourers Regulations, 1948*. New Delhi, 1960. Pp. 41.

5. NATIONAL INSTITUTE OF HOUSEWORKERS. *Annual Report, 1959-60*. London, 1960. Pp. 31.

6. QUEBEC (PROV.). WORKMEN'S COMPENSATION BOARD. *Thirty-second Annual Report, 1959*. Quebec, 1960. Pp. 23.

English and French.

## Automation

7. CANADIAN INSTITUTE OF CHARTERED ACCOUNTANTS. *Integrated and Electronic Data Processing in Canada*. Toronto, c1957. Pp. 56.

Contents: What is Integrated Data Processing? Evaluating EDP Possibilities—a Program. A Review of Integrated Data Processing Equipment. A Review of Electronic Data Processing Equipment. Auditing Electronically Produced Records. Integrated Data Processing—A Case History. The Role of Communications in Integrated Data Processing. The Decision to "Go Electronic."

8. EUROPEAN PRODUCTIVITY AGENCY. *Low Cost Automation; Final Report*. Project 382/X. Paris, OEEC, 1960. 1 volume (various pagings).

"'Low Cost Automation' can be defined as 'a replacement of muscular and mental effort by the use of simple pneumatic, electric, hydraulic and mechanical components in manufacturing and assembly operations'." Describes a project which "was set up with the purpose of stimulating among small and medium-sized European manufacturers and their engineers and technicians a desire to apply advanced mechanization to their plants and to show them, step by step, how to do this."

## Canada at Work Broadcasts

The following talks were presented under the auspices of, and published by, the federal Department of Labour in Ottawa in 1960.

9. CAMPBELL, IAN. *Age and Performance*. Pp. 4.

The speaker is National Co-ordinator of the Civilian Rehabilitation Branch of the federal Department of Labour and chairman of the Interdepartmental Committee on the Problem of the Older Worker. He affirms that workers over 40 are as productive as younger workers.

10. CANADA. DEPARTMENT OF LABOUR. *Know Canada better* [by] Alan Field [and others] 4 Parts.

Consists of four talks describing the various regions of Canada. The speakers were Alan Field, Director of the Canadian Government Travel Bureau; Gordon Hogarth, Acting Deputy Minister and Director, Division of Publicity, Ontario Department of Travel and Publicity; Dan Wallace, Director of the Nova Scotia Travel Bureau; and, David B. Turner, Deputy Minister of Recreation and Conservation for British Columbia.

11. FIELD, F. F. *Winter Employment and the National Housing Act*. Pp. 4.

The speaker is Director of Information of the Central Mortgage and Housing Corporation. He discusses how the Corporation helps to stimulate employment in the building trades in the winter.

12. HARVEY, JAMES. *Canada's Industrial Development Bank*. Pp. 4.

The speaker, Manager of the Industrial Development Bank of Canada, told how the Bank assists smaller Canadian industries to finance expansion.

## Disabled—Rehabilitation

13. TAYLOR, WALLACE W. *Special Education of Physically Handicapped Children in Western Europe*, by Wallace W. Taylor and Isabelle Wagner Taylor. New York, International Society for the Welfare of Cripples, 1960. Pp. 497.

14. U.S. PRESIDENT'S COMMITTEE ON EMPLOYMENT OF THE PHYSICALLY HANDICAPPED. *Small Business speaks: Utilizing Handicapped Workers*. Washington, GPO, 1960. Pp. 19.

Portions of a panel discussion sponsored by the U.S. Small Business Administration and the President's Committee on Employment of the Physically Handicapped. Partial Contents: Selection, Training, and Assignment. Promotion and Transfer. Supervision. Management's Relationship with Agencies serving the Handicapped.

### Economic Conditions

15. CAVES, RICHARD EARL. *The Canadian Economy; Prospect and Retrospect*, by Richard E. Caves and Richard H. Holton. Cambridge, Harvard University Press, 1959. Pp. 676.

Examines Canadian economic development up to the present and then estimates what the Canadian economy will be in 1970, taking into consideration such things as population, labour force, gross national product, personal consumption expenditures, investment expenditures, public finance, foreign trade, and primary manufacturing, and service industries.

16. GREAT BRITAIN. CENTRAL STATISTICAL OFFICE. *National Income and Expenditure, 1960*. London, HMSO, 1960. Pp. 79.

### International Labour Organization

17. INTERNATIONAL LABOUR OFFICE. *General Report prepared [for the Coal Mines Committee]* First item on the agenda. Geneva, 1959. 2 parts.

At head of title: Report 1, item 1 (a) and (b) [and 1 (c)] International Labour Organization. Coal Mines Committee. 7th sess., Geneva, 1959.

Contents: [1] Effect given to the Conclusions of the Previous Sessions. [2] Recent Events and Developments in the Coal Mining Industry.

Supplementary Report [to Item 1 (a) and (b)]. 59 p.

18. INTERNATIONAL LABOUR OFFICE. *Labour Inspection in Road Transport*. Third item on the agenda. Geneva, 1956. Pp. 174.

At head of title: Report 3. International Labour Organization. Inland Transport Committee, Hamburg, 1957.

19. INTERNATIONAL LABOUR OFFICE. *Labour-Management Relations in the Coal Mining Industry with Emphasis on the Human Aspects of Relations within the Enterprise*. Third item on the agenda. Geneva, 1959. Pp. 95.

At head of title: Report 3. International Labour Organization. Coal Mines Committee. 7th sess., Geneva, 1959.

20. INTERNATIONAL LABOUR OFFICE. *Methods of improving Organization of Work and Output in Ports*. Second item on the agenda. Geneva, 1956. Pp. 196.

At head of title: Report 2. International Labour Organization. Inland Transport Committee, 6th sess., Hamburg, 1957.

21. INTERNATIONAL LABOUR OFFICE. *Principles and Methods of Wage Determination in the Coal-Mining Industry*. Second item on the agenda. Geneva, 1959. Pp. 84.

At head of title: Report 2. International Labour Organization. Coal Mines Committee. 7th sess., Geneva, 1959.

### Labour Laws and Legislation

22. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Title VII: The Taft-Hartley Amendments*, by R. W. Fleming. Urbana, 1960. Pp. 666-710.

A discussion of Title VII, a section of the Labor-Management Reporting and Disclosure Act of 1959, which deals with "the problems of federal-state jurisdiction, economic strikers, boycotts, the hot-cargo contract, organization and recognition picketing, and special membership and pre-hire problems of the building and construction industry."

23. U.S. BUREAU OF LABOR STANDARDS. *State Laws regulating Private Employment Agencies*. Washington, GPO, 1960. Pp. 124.

Contains a "brief history of State laws regulating private employment agencies, a discussion of the major provisions, and a State-by-State summary of the laws."

### Labour Organization

24. GHOSH, SUBRATESH. *Trade Unionism in the Under-Developed Countries*. Calcutta, Bookland Private Limited, 1960. Pp. 410.

A study of trade unions in South East Asia.

25. HEAPS, DAVID. *International Labor Bodies; a Summary of the Work and Purposes of the ICFTU, the International Trade Secretariats, and the ILO*. New York, American Labor Education Service, c1960. Pp. 16.

A brief outline of what is done by the International Confederation of Free Trade Unions, the International Trade Secretariats, and the International Labour Organization.

26. INTERNATIONAL UNION OF OPERATING ENGINEERING. LOCAL NO. 793. *Annual Year Book, 1960*. Toronto, 1960. Pp. 80.

27. U.S. BUREAU OF LABOR-MANAGEMENT REPORTS. *Report, Fiscal Year, 1960*. Washington, GPO, 1960. Pp. 88.

The Bureau of Labor-Management Reports was set up by the Labor-Management Reporting and Disclosure Act of 1959 to receive reports from labour unions on their financial operations and reports on other matters.

### Labour Supply

28. HOROWITZ, MORRIS AARON. *Manpower Utilization in the Railroad Industry, an Analysis of Working Rules and Practices*. Boston, Bureau of Business and Economic Research, Northeastern University, 1960. Pp. 68.

A critical examination of working rules and practices in American railroads leads the author to suggest that some changes in the rules might improve output per manhour in the industry.

29. PRINCETON UNIVERSITY. INDUSTRIAL RELATIONS SECTION. *The Scientist in American Industry: Some Organizational Determinants in Manpower Utilization*, by Simon Marcson. Princeton, 1960. Pp. 158.

A study of the "organization of research in the central research laboratory of a large corporation that employs several hundred scientists."

30. YPSILANTIS, JAMES N. *The Labor Force of Czechoslovakia*. Washington, GPO, 1960. Pp. 30.

## Labouring Classes

31. GORDON, MARGARET S. *Aging and Income Security*. Berkeley, University of California, Institute of Industrial Relations, 1960. Pp. 208-260.

Discusses the economic status of the older citizen in the U.S. and the amount of security provided by private and public old age pensions.

32. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Categories of Thought about Jobs and People in Industry*, by Harry C. Triandis. Urbana, 1960. Pp. 338-344.

Describes results of a survey in a company in a rural New York State community. Managers, clerks and workers were questioned about their present job, a previous job, and the job they would like if they didn't have their present job.

33. NATIONAL TRUST COMPANY LIMITED. *A Study of Canadian Pension Plans*. Toronto, c1960. 1 volume (unpaged).

A survey of about 117 pension plans in 100 companies. Provides the following information in columnar form: type of business; employee group covered by the plan; funding medium; eligibility; retirement age; employee contributions; pension formula; termination; and, vesting.

34. RUTGERS UNIVERSITY, NEW BRUNSWICK, N.J. INSTITUTE OF MANAGEMENT AND LABOR RELATIONS. *The Changing Woman Worker: a Study of the Female Labor Force in New Jersey and in the Nation from 1940 to 1958*, by Georgina M. Smith. New Brunswick, N.J., 1960. Pp. 23.

35. U.S. EMPLOYMENT SERVICE. *Job Guide for Young Workers*. 1960-61 ed. Washington, GPO, 1960. Pp. 72.

36. VACCARA, BEATRICE N. *Employment and Output in Protected Manufacturing Industries*. Washington, Brookings Institution, 1960. Pp. 107.

A short study of the employment implications of a reduction of import barriers in protected manufacturing industries.

## Migrant Labour

37. U.S. BUREAU OF LABOR STANDARDS. *State-Migratory Labor Committees, Their Organization and Programs*. Washington, GPO, 1960. Pp. 75.

38. U.S. PRESIDENT'S COMMITTEE ON MIGRATORY LABOR. *Report to the President on Domestic Migratory Farm Labor*. Washington, GPO, 1960. Pp. 33.

39. WESTERN INTERSTATE CONFERENCE ON MIGRATORY LABOR, PHOENIX, 1960. *Proceedings*. [San Francisco, Council of State Governments, Western Office, 1960] Pp. 53. Conference held April 10-13, 1960.

"Reproduced by the President's Committee on Migratory Labor."

## Unemployment

40. DEVINO, WILLIAM STANLEY. *Exhaustion of Unemployment Benefits during a Recession, a Case Study*. East Lansing, Labor and Industrial Relations Center, Michigan State University, 1960. Pp. 78.

A study, covering the period August 1957 to August 1958, of unemployment insurance claimants in Lansing, Michigan who had exhausted their unemployment benefits.

41. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Seasonal Employment in New Brunswick*. Fredericton, 1960. Pp. 35.

Describes the program of the provincial government of New Brunswick to alleviate seasonal unemployment.

42. U.S. BUREAU OF LABOR STATISTICS. *Impact on Workers and Community of a Plant Shutdown in a Depressed Area*. Washington, GPO, 1960. Pp. 58.

"...A case history of a short period of time in the life of a community struggling to provide adequate job opportunities for its citizens." The community under study was Mt. Vernon, Ill., where the largest industrial plant shut down.

## Wages and Hours

43. CANADA. BUREAU OF STATISTICS. *Distribution of Non-Farm Incomes in Canada by size, 1957*. Ottawa, Queen's Printer, 1959. Pp. 40.

44. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Employment and Earnings in the Scientific and Technical Professions, 1959*. Ottawa, 1960. Pp. 4.

## Miscellaneous

45. CANADA. BUREAU OF STATISTICS. *Illness and Health Care in Canada: Canadian Sickness Survey, 1950-51*. [Prepared jointly by the Department of National Health and Welfare and the Dominion Bureau of Statistics] Ottawa, Queen's Printer, 1960. Pp. 217.

Contains material previously contained in the eleven parts of the Canadian Sickness Survey.

46. CANADA. ROYAL CANADIAN NAVY. *Seaman's Handbook*. Ottawa, 1960. Pp. 366.

Contents: The Story of the RCN. Customs and Traditions. Discipline and Organization. The Sea. Ships and Aircraft. Ships Maintenance. Ropework. Rigging and Shipboard Work. Boatwork. ABCD (Atomic, Biological and Chemical Protection; and Damage Control) The Organization of a Ship. Kit and Cleanliness. Advancement, Promotion, Documents and Pay. On being a Seaman.



47. ILLINOIS. UNIVERSITY. INSTITUTE OF LABOR AND INDUSTRIAL RELATIONS. *Management and Union Rights in Industrial Establishments*, by Milton Derber. Urbana, 1960. Pp. 3-11.

An examination of "What rights unions and managements should exercise in the operation of an enterprise."

48. NATIONAL CONFERENCE OF HEAD STATE SUPERVISORS [of] VOCATIONAL EDUCATION IN AGRICULTURE, WASHINGTON, D.C., 1960. *Summaries of Committee Reports. Techniques for improving Administration and Supervision in Vocational Agriculture, Washington, D.C., May 16-27, 1960*. Washington, U.S. Office of Education, Division of Vocational Education, 1960. Pp. 98.

49. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Problem-Solving Conferences: How to plan them; How to lead them; How to make them work*, by George V. Moser. New York, 1960. Pp. 56.

Discusses the following: 1. what is meant by "conference"; 2. criteria for judging the

conference problem; 3. how to prepare for the conference; 4. Four phases of a conference (a. Presentation of the problem; b. Discussion; c. Evaluation of ideas; d. Summary or conclusion); 5. Conference leadership; 6. Size of conference; and, 7. The conference member.

50. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Use of Motivation Research in Marketing*, by Lawrence C. Lockley. New York, 1960. Pp. 27.

"Motivation research, as it is applied to marketing research, can be summed up as the attempt to comprehend and forecast consumers' buying motives and buying decisions by the use of techniques that try to penetrate below the level of the conscious mind and uncover motives of which consumers are not themselves aware or tend to conceal." This study describes motivation research techniques, evaluates them, and suggests where and how they can be used to greatest advantage.

51. U.S. BUREAU OF VETERANS' REEMPLOYMENT RIGHTS. *Reemployment Rights Handbook; Questions and Answers about Veterans' Reemployment Rights*. Rev. ed. May 1958. Washington, GPO, 1960. Pp. 138.

## Third-Quarter Imports in 1960 Down from Preceding Year

Commodity imports into Canada during the third quarter of 1960 amounted to \$1,295,900,000, the Dominion Bureau of Statistics reported last month. Imports in the quarter continued the downward trend shown in the second quarter and were 4.3 per cent below the total of \$1,354,400,000 for the July-September period of 1959.

The nine-month total was \$4,101,500,000, a fractional decrease of 0.2 per cent from the total during the same nine-month period in 1959. When compared with 1959, an increase in the first quarter was offset by the declines in the second and third quarters. The average price of imports rose slightly in the second and third quarters; therefore the volume of imports declined somewhat more than their value.

In the third quarter, most import commodities showed decreases compared with the same period of 1959. In particular, farm implements and machinery decreased from \$67.7 million to \$45.9 million, automobiles from \$50.7 million to \$40.6 million, automobile parts from \$52.1 million to \$47.3 million, electrical apparatus from \$76.6 million to \$63.5 million, and rolling mill products from \$32.9 million to \$27.4 million.

Crude petroleum imports jumped from \$68.4 million to \$80.5 million. Imports of aircraft and paper also rose in the third quarter.

In the first nine months of 1960, imports of about half of the main commodities were higher than in the same period of 1959, mainly owing to large arrivals in the first quarter. Automobiles, cotton products, aircraft, vegetables and paper increased considerably but farm implements and machinery, petroleum products and unmanufactured wood fell off appreciably.

## Canadian Air Line, Telegraphers Set Up Board of Adjustment

A board of adjustment has been set up for the disposition of disputes between Canadian Pacific Air Lines, Ltd., and the Order of Railroad Telegraphers, representing dispatchers and traffic employees.

The agreement covering the appointment of the board provides that the board shall consist of six members, three to be chosen by the company and three by the union.

The following have been appointed to the board: Chairman—J. A. Cusack, Vice-President, Order of Railroad Telegraphers; Vice-Chairman—J. K. Dakin, Director of Industrial Relations, Canadian Pacific Air Lines, Ltd.; Members—W. V. Riley and W. A. Chambers for the company; and R. C. Smith and W. E. Nordick for the union.

# LABOUR STATISTICS

	PAGE
Tables A-1 to A-4—Labour Force.....	77
Table B-1—Labour Income.....	79
Tables C-1 to C-6—Employment, Hours and Earnings.....	80
Tables D-1 to D-6—Employment Service Statistics.....	85
Tables E-1 to E-4—Unemployment Insurance.....	91
Tables F-1 and F-2—Prices.....	93
Tables G-1 to G-4—Strikes and Lockouts.....	94
Tables H-1 and H-2—Industrial Fatalities.....	96

## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED OCTOBER 15, 1960**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,499	592	1,820	2,392	1,111	584
Men.....	4,776	451	1,349	1,709	831	436
Women.....	1,723	141	471	683	280	148
14—19 years.....	632	68	215	202	106	41
20—24 years.....	803	83	261	264	132	63
25—44 years.....	2,977	244	832	1,123	499	279
45—64 years.....	1,857	171	462	713	330	181
65 years and over.....	230	26	50	90	44	20
Employed.....	6,131	546	1,694	2,272	1,080	539
Men.....	4,470	409	1,243	1,611	808	399
Women.....	1,661	137	451	661	272	140
Agricultural.....	695	62	142	180	280	31
Non-Agricultural.....	5,436	484	1,552	2,092	800	508
Paid Workers.....	4,988	438	1,413	1,937	747	453
Men.....	3,488	318	998	1,334	511	327
Women.....	1,500	120	415	603	236	126
Unemployed.....	368	46	126	120	31	45
Men.....	306	42	106	98	23	37
Women.....	62	*	20	22	*	*
Persons Not in the Labour Force.....	5,363	600	1,543	1,782	917	521
Men.....	1,136	144	312	353	201	126
Women.....	4,227	456	1,231	1,429	716	395

\* Less than 10,000.

**TABLE A-2—UNEMPLOYED**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	October 1960	September 1960	October 1959
Total Unemployed.....	368	327	251
On Temporary layoff up to 30 days.....	21	22	14
Without work and seeking work.....	347	305	237
Seeking full-time work.....	332	291	228
Seeking part-time work.....	15	14	*
Seeking under 1 month.....	120	98	90
Seeking 1—3 months.....	125	117	87
Seeking 4—6 months.....	53	44	23
Seeking more than 6 months.....	49	46	37

\* Less than 10,000.

**TABLE A-3—DESTINATION OF ALL IMMIGRANTS BY REGIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 <sup>(1)</sup>	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1958 Total.....	3,268	28,443	63,853	15,756	13,531	124,851	60,630
1959 Total.....	2,163	24,816	55,976	12,848	11,125	106,928	51,476
1959 First 9 Months.....	1,638	19,295	45,004	10,432	8,986	85,355	42,079
1960 First 9 Months.....	1,695	18,917	43,784	11,146	8,301	83,843	42,567

(1) Total includes 3,883 whose destination is not specified.

**TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

SOURCE: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Service	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,593	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,093	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,224	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1959 Total.....	7,784	5,459	999	2,107	9,740	4,965	371	12,792	8,940	394	53,551
1959 First 9 Months.....	6,295	4,555	835	1,756	7,610	4,098	298	10,877	7,308	311	43,943
1960 First 9 Months.....	6,578	4,888	1,062	1,781	6,634	4,620	602	11,590	6,291	276	44,322



## B—Labour Income

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

**TABLE B-1—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>1</sup>						Totals <sup>2</sup>
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>2</sup>	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (includ- ing Government)	Supple- men- tary Labour Income	
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	363	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1959—Total....	552	5,018	1,756	288	1,463	302	2,527	4,821	770	17,717
1959—Oct.....	47.0	434.0	150.7							1,545.2
Nov.....	47.1	421.0	148.0	94.2	371.4	77.4	661.0	1,230.1	197.3	1,510.8
Dec.....	46.1	419.9	142.5							1,482.1
1960—Jan.....	46.0	418.8	140.3							1,458.7
Feb.....	46.7	418.8	141.3	73.4	296.5	74.7	634.7	1,234.3	204.4	1,461.1
March....	46.7	421.2	138.7							1,462.6
April....	44.7	422.9	145.0							1,486.9
May.....	45.2	420.7	147.9	71.7	356.1	77.7	656.5	1,297.1	209.8	1,532.6
June.....	46.8	434.8	150.7							1,576.3
July.....	46.4	429.6	153.6							1,564.1
Aug.....	46.7	430.3	152.9	88.4	417.6†	81.1†	663.7†	1,300.6†	213.9†	1,574.5
Sept.*....	47.0	434.3	151.6							1,603.9
Oct.†....	45.9	429.6	150.0							1,583.9

<sup>1</sup> Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>2</sup> Includes post office wages and salaries.

<sup>3</sup> Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

\* Revised.

† Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at October, 1960 employers in the principal non-agricultural industries reported a total employment of 2,378,824. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949=100) <sup>1</sup>			Average Weekly Wages and Salaries	Index Numbers (1949=100)			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Payroll	Average Weekly Wages and Salaries		Employ- ment	Aggregate Payrolls	Average Weekly Wages and Salaries	
				\$				\$
<b>Averages</b>								
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
<b>1959</b>								
October.....	124.4	127.3	173.8	74.66	113.9	201.8	175.3	77.06
November.....	121.8	211.6	172.8	74.23	110.6	195.3	174.8	76.86
December.....	118.1	200.0	168.6	72.41	108.4	187.1	170.9	75.14
<b>1960</b>								
January.....	115.1	202.2	174.9	75.13	108.6	194.4	177.2	77.90
February.....	114.6	202.0	175.4	75.35	108.9	194.4	176.7	77.68
March.....	114.2	201.5	175.4	75.37	109.0	195.5	177.5	78.04
April.....	114.8	204.1	176.9	75.98	108.8	196.3	178.5	78.45
May.....	118.9	209.8	175.4	75.36	110.6	198.1	176.9	77.80
June.....	122.8	217.7	176.1	75.67	112.1	201.8	177.8	78.16
July.....	121.9	217.8	177.6	76.28	110.2	198.4	177.8	78.18
Aug.....	123.1	219.0	176.8	75.94	111.7	199.7	176.5	77.62
Sept.*.....	123.1	220.8	178.2	76.56	111.6	201.6	178.2	78.37
Oct.†.....	121.4	218.2	178.4	76.66	109.6	199.4	179.6	78.95

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

**TECHNICAL NOTE**—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

\* Revised.

† Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1960	Aug. 1960	Sept. 1959	Sept. 1960	Aug. 1960	Sept. 1959
				\$	\$	\$
<b>Provinces</b>						
Newfoundland.....	151.0	149.2	144.8	69.36	67.48	63.45
Prince Edward Island.....	143.8	148.7	145.5	53.72	53.06	55.39
Nova Scotia.....	97.9	98.9	99.9	63.36	62.43	61.28
New Brunswick.....	108.0	109.2	106.2	62.53	62.44	61.10
Quebec.....	124.1	123.7	124.9	73.82	73.28	71.19
Ontario.....	121.8	121.4	125.6	79.54	78.93	77.50
Manitoba.....	115.8	116.9	118.0	72.81	72.33	71.24
Saskatchewan.....	134.2	135.4	137.9	73.42	72.80	71.50
Alberta (including Northwest Territories).....	159.2	162.6	165.0	78.16	78.03	76.07
British Columbia (including Yukon).....	119.0	119.9	122.9	83.66	82.48	80.54
<b>Canada.....</b>	<b>123.0</b>	<b>123.1</b>	<b>125.6</b>	<b>76.57</b>	<b>75.94</b>	<b>74.30</b>
<b>Urban Areas</b>						
St. John's.....	143.8	144.0	152.5	55.12	55.36	52.34
Sydney.....	95.8	90.2	92.6	77.48	74.44	75.13
Halifax.....	117.8	116.9	116.3	62.29	62.69	59.92
Moncton.....	101.9	102.5	104.2	60.41	59.35	58.16
Saint John.....	107.3	107.9	100.1	63.64	63.06	58.83
Chicoutimi—Jonquière.....	120.7	123.5	116.0	95.70	92.89	86.42
Quebec.....	112.6	114.2	115.1	65.10	64.08	62.53
Sherbrooke.....	104.6	104.2	103.9	63.97	63.30	59.91
Shawinigan Falls.....	109.9	112.7	105.9	83.12	83.04	80.63
Three Rivers.....	112.8	114.8	124.9	72.84	70.68	68.67
Drummondville.....	78.2	76.8	78.4	61.44	61.10	60.30
Montreal.....	125.4	124.7	127.0	75.36	75.05	73.13
Ottawa—Hull.....	126.8	127.6	130.2	71.95	71.30	69.08
Kingston.....	112.6	116.2	111.4	74.90	73.33	70.82
Peterborough.....	93.6	95.1	102.3	85.16	84.41	83.13
Oshawa.....	165.2	126.9	177.3	90.15	86.94	86.60
Toronto.....	131.1	130.9	134.3	80.02	79.54	77.36
Hamilton.....	111.5	111.8	116.4	85.06	84.74	83.35
St. Catharines.....	111.6	107.7	116.9	85.96	85.09	84.30
Niagara.....	113.3	114.7	112.4	76.38	74.59	74.73
Brantford.....	79.3	78.2	91.4	71.48	70.38	70.04
Guelph.....	122.6	121.6	129.8	71.20	71.86	69.88
Galt.....	119.6	118.8	116.2	69.03	69.00	67.44
Kitchener.....	124.6	122.8	126.5	71.96	72.94	71.27
Sudbury.....	147.7	148.9	141.8	89.54	89.04	85.99
Timmins.....	94.3	95.6	95.0	68.93	68.44	66.50
London.....	128.0	125.9	126.2	73.80	73.33	70.99
Sarnia.....	126.9	129.4	126.8	99.61	98.05	94.31
Windsor.....	76.4	75.3	80.9	84.44	84.00	87.97
Sault Ste. Marie.....	145.1	145.1	155.9	95.49	99.07	95.81
Ft. William—Pt. Arthur.....	115.9	117.3	114.8	80.43	79.24	75.71
Winnipeg.....	115.0	115.5	115.9	69.30	69.12	67.86
Regina.....	136.4	138.6	135.4	71.03	70.50	67.95
Saskatoon.....	146.9	148.3	145.1	68.73	67.76	66.89
Edmonton.....	191.8	193.3	193.8	73.99	73.01	71.13
Calgary.....	175.2	177.4	177.8	74.26	74.65	71.49
Vancouver.....	115.1	116.0	121.0	81.53	81.59	79.22
Victoria.....	111.7	111.0	120.2	74.33	74.45	70.72



**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY  
WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls D.B.S.

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Sept. 1960	Aug. 1960	Sept. 1959	Sept. 1960	Aug. 1960	Sept. 1959
<b>Mining</b> .....	<b>123.1</b>	<b>123.9</b>	<b>125.8</b>	<b>93.50</b>	<b>92.62</b>	<b>91.27</b>
Metal mining.....	138.0	140.5	142.7	95.70	94.73	93.37
Gold.....	73.4	74.9	74.0	76.53	75.84	74.46
Other metal.....	198.1	201.6	206.7	102.32	101.27	99.68
Iron.....	287.3	289.7	246.9	113.42	112.28	107.29
Uranium.....				112.07	109.44	106.32
Fuels.....	91.7	88.9	93.6	93.39	93.92	91.98
Coal.....	50.9	46.2	51.1	73.95	71.24	72.81
Oil and natural gas.....	267.3	272.9	276.4	109.33	110.46	107.23
Non-metal.....	147.3	151.0	143.4	84.38	81.52	80.46
<b>Manufacturing</b> .....	<b>111.5</b>	<b>111.7</b>	<b>115.3</b>	<b>78.36</b>	<b>77.62</b>	<b>76.43</b>
Durable goods.....	111.5	111.6	119.4	85.08	84.18	82.97
Non-durable goods.....	111.5	111.7	111.8	72.73	72.12	70.54
Food and beverages.....	129.8	130.6	126.6	66.68	65.78	65.65
Meat products.....	138.6	140.8	144.5	78.58	77.33	79.17
Canned and preserved fruits and vegetables.....	206.1	195.7	174.3	52.29	50.23	48.34
Grain mill products.....	105.7	106.4	108.0	77.41	76.09	73.61
Bread and other bakery products.....	113.4	114.7	110.9	66.44	66.39	66.17
Distilled and malt liquors.....	105.6	105.6	110.6	93.28	92.46	87.58
Tobacco and tobacco products.....	78.8	78.3	84.4	82.10	80.63	75.61
Rubber products.....	102.5	101.9	110.5	80.87	80.24	80.78
Leather products.....	85.6	85.3	88.9	52.83	53.26	51.33
Boots and shoes (except rubber).....	93.0	93.0	94.6	50.31	51.09	49.19
Textile products (except clothing).....	77.3	76.9	80.0	63.05	62.57	61.45
Cotton yarn and broad woven goods.....	67.7	67.8	72.6	59.30	58.43	57.25
Woolen goods.....	64.0	63.8	64.8	59.32	59.63	57.93
Synthetic textiles and silk.....	83.6	83.5	83.2	69.65	69.02	68.00
Clothing (textile and fur).....	92.3	91.9	95.8	48.87	49.55	49.08
Men's clothing.....	92.3	91.3	95.6	47.39	47.77	48.25
Women's clothing.....	100.4	100.5	102.5	49.67	51.46	50.98
Knit goods.....	74.9	74.4	80.2	49.49	49.17	47.09
Wood products.....	105.7	108.5	111.6	68.93	67.78	66.76
Saw and planing mills.....	107.0	111.1	114.3	70.92	69.41	68.59
Furniture.....	113.9	113.2	116.7	67.13	66.72	65.62
Other wood products.....	84.1	87.4	89.5	61.68	60.68	58.64
Paper products.....	127.3	128.8	127.2	93.30	91.55	88.35
Pulp and paper mills.....	128.9	131.2	128.0	100.74	98.31	94.46
Other paper products.....	123.4	123.1	125.2	75.00	74.58	72.65
Printing, publishing and allied industries.....	124.5	123.5	123.3	85.67	84.54	83.82
Iron and steel products.....	102.6	105.5	112.7	89.68	89.18	87.98
Agricultural implements.....	53.5	63.5	75.6	89.00	84.42	85.69
Fabricated and structural steel.....	133.6	142.3	168.6	89.82	88.75	87.05
Hardware and tools.....	98.6	99.3	103.6	80.19	79.42	79.57
Heating and cooking appliances.....	97.7	99.6	115.7	77.81	76.82	77.52
Iron castings.....	89.3	89.5	101.3	84.79	84.84	85.22
Machinery, industrial.....	114.0	115.3	119.8	86.61	85.89	84.40
Primary iron and steel.....	117.5	121.2	124.9	102.59	103.14	100.60
Sheet metal products.....	111.8	112.9	117.1	91.44	90.79	88.23
Wire and wire products.....	115.5	114.4	121.0	87.55	89.27	89.21
Transportation equipment.....	103.5	96.6	112.6	89.77	88.63	87.79
Aircraft and parts.....	244.5	239.8	252.6	94.73	93.11	89.92
Motor vehicles.....	98.3	77.9	109.2	100.70	100.72	100.83
Motor vehicles parts and accessories.....	100.6	90.7	109.8	86.65	85.27	85.29
Railroad and rolling stock equipment.....	60.6	61.7	69.6	79.93	79.48	79.40
Shipbuilding and repairing.....	119.7	119.4	127.1	82.34	83.30	79.85
Non-ferrous metal products.....	130.4	132.3	130.5	90.66	90.04	86.44
Aluminum products.....	146.7	150.7	148.7	87.23	84.87	82.70
Brass and copper products.....	120.3	102.6	111.5	85.56	85.79	83.23
Smelting and refining.....	153.5	156.5	145.1	98.15	97.72	94.54
Electrical apparatus and supplies.....	133.0	132.1	140.6	85.33	84.90	82.41
Heavy electrical machinery.....	103.7	105.2	114.6	93.58	92.14	89.54
Telecommunication equipment.....	217.2	211.5	222.4	84.01	84.24	78.19
Non-metallic mineral products.....	144.2	147.0	152.3	82.75	81.41	80.57
Clay products.....	89.4	92.0	105.9	74.88	74.01	74.79
Glass and glass products.....	151.5	153.6	154.1	79.09	76.76	75.91
Products of petroleum and coal.....	137.4	140.2	138.3	116.74	114.32	110.73
Petroleum refining.....	140.4	143.2	140.3	117.57	115.13	111.66
Chemical products.....	133.4	134.4	132.6	91.46	90.60	87.74
Medicinal and pharmaceutical preparations.....	116.6	117.0	120.0	81.03	80.09	77.62
Acids, alkalis and salts.....	160.0	162.7	151.9	102.18	100.37	98.79
Miscellaneous manufacturing industries.....	133.1	132.1	132.0	69.58	69.83	67.32
<b>Construction</b> .....	<b>144.4</b>	<b>146.4</b>	<b>151.7</b>	<b>84.41</b>	<b>83.36</b>	<b>79.79</b>
Building and general engineering.....	139.5	140.7	149.1	92.25	90.56	86.75
Highways, bridges and streets.....	152.4	155.9	155.9	72.61	72.68	69.03
Electric and motor transportation.....				81.19	80.78	78.70
<b>Service</b> .....	<b>147.1</b>	<b>151.0</b>	<b>144.6</b>	<b>53.16</b>	<b>52.32</b>	<b>50.42</b>
Hotels and restaurants.....	134.8	140.6	134.8	41.53	40.73	39.86
Laundries and dry cleaning plants.....	115.6	115.9	114.8	47.20	46.15	45.27
<b>Industrial composite</b> .....	<b>123.0</b>	<b>123.1</b>	<b>125.6</b>	<b>76.57</b>	<b>75.94</b>	<b>74.30</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

# TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	September 1960	August 1960	September 1959	September 1960	August 1960	September 1959
Newfoundland.....	38.5	37.0	37.7	1.62	1.62	1.55
Nova Scotia.....	40.8	40.4	40.9	1.55	1.53	1.47
New Brunswick.....	41.6	41.9	40.9	1.51	1.48	1.50
Quebec.....	41.8	41.7	42.4	1.61	1.59	1.54
Ontario.....	40.9	40.6	41.2	1.86	1.85	1.82
Manitoba.....	40.1	39.8	41.1	1.65	1.65	1.64
Saskatchewan.....	38.6	38.1	38.9	1.89	1.89	1.86
Alberta (1).....	39.1	39.0	39.2	1.87	1.88	1.82
British Columbia (2).....	37.8	36.8	37.9	2.17	2.17	2.12

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

# TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949=100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1959 October.....	41.3	1.74	71.68	171.7	133.9
November.....	40.9	1.74	71.08	170.3	133.1
December.....	38.4*	1.78	68.48*	164.1	128.7
1960 January.....	40.7	1.77	71.89	172.2	135.4
February.....	40.4	1.77	71.49	171.3	135.0
March.....	40.5	1.78	71.94	172.4	135.2
April.....	40.5	1.79	72.37	173.4	136.1
May.....	40.1	1.79	71.69	171.8	134.6
June.....	40.4	1.79	72.19	173.0	135.6
July.....	40.6	1.77	72.01†	172.5	134.9
August.....	40.5	1.76	71.46	171.2	133.3
Sept.†.....	40.9	1.77	72.37	173.4	134.0
Oct.†.....	40.7	1.78	72.62	174.0	134.2

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS, page ii.

\* December 1959 figures adjusted for the holidays are 40.8 hours and \$71.52.

† Revised.

‡ Latest figures subject to revision.

**TABLE C-5—HOURS AND EARNINGS BY INDUSTRY**

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Sept. 1960	Aug. 1960	Sept. 1959	Sept. 1960	Aug. 1960	Sept. 1959	Sept. 1960	Aug. 1960	Sept. 1959
	no.	no.	no.	\$	\$	\$	\$	\$	\$
<b>Mining</b> .....	<b>42.1</b>	<b>41.5</b>	<b>41.9</b>	<b>2.07</b>	<b>2.07</b>	<b>2.04</b>	<b>87.21</b>	<b>85.90</b>	<b>85.45</b>
Metal mining.....	42.2	41.7	41.9	2.16	2.15	2.13	91.07	89.76	89.16
Gold.....	43.0	42.5	42.7	1.65	1.66	1.62	70.89	70.41	69.30
Other metal.....	41.9	41.3	41.6	2.35	2.35	2.31	98.73	97.16	96.33
Fuels.....	40.7	40.3	41.0	1.94	1.93	1.93	79.18	78.03	79.08
Coal.....	41.3	40.2	40.9	1.76	1.71	1.75	72.80	68.78	71.39
Oil and natural gas.....	39.5	40.6	41.3	2.31	2.29	2.24	91.45	93.16	92.65
Non-metal.....	43.3	42.4	43.2	1.88	1.86	1.79	81.33	79.02	77.47
<b>Manufacturing</b> .....	<b>40.8</b>	<b>40.5</b>	<b>41.2</b>	<b>1.77</b>	<b>1.76</b>	<b>1.72</b>	<b>72.34</b>	<b>71.46</b>	<b>71.13</b>
Durable goods.....	41.1	40.8	41.7	1.94	1.93	1.88	79.62	78.54	78.38
Non-durable goods.....	40.6	40.3	40.8	1.63	1.62	1.57	66.01	65.30	64.27
Food and beverages.....	40.9	40.2	40.3	1.50	1.50	1.50	61.33	60.29	60.32
Meat products.....	40.6	39.8	42.1	1.82	1.83	1.83	74.04	72.78	76.99
Canned and preserved fruits and vegetables.....	43.2	41.2	38.5	1.14	1.15	1.12	49.07	47.33	43.16
Grain mill products.....	42.6	41.9	41.6	1.73	1.72	1.65	73.83	71.92	68.87
Bread and other bakery products.....	41.6	41.8	42.3	1.46	1.46	1.42	60.51	60.98	60.06
Distilled liquors.....	40.6	39.2	39.8	1.98	1.96	1.90	80.54	76.78	75.90
Malt liquors.....	39.0	39.5	38.7	2.23	2.22	2.13	86.89	87.49	82.48
Tobacco and tobacco products.....	41.8	41.1	39.9	1.85	1.84	1.77	77.17	75.38	69.43
Rubber products.....	41.5	41.1	42.3	1.82	1.81	1.80	75.32	74.45	76.35
Leather products.....	40.2	40.6	40.1	1.21	1.20	1.18	48.42	48.96	47.21
Boots and shoes (except rubber).....	39.9	40.6	39.9	1.16	1.16	1.14	46.25	47.09	45.49
Other leather products.....	40.9	40.9	40.5	1.31	1.31	1.26	53.43	53.55	50.99
Textile products (except clothing).....	42.1	41.7	42.7	1.35	1.34	1.30	56.65	56.06	55.48
Cotton yarn and broad woven goods.....	40.3	39.6	40.8	1.36	1.36	1.29	54.77	53.73	52.73
Woolen goods.....	43.6	43.5	43.8	1.25	1.26	1.22	54.35	54.70	53.43
Synthetic textiles and silk.....	43.5	42.7	43.9	1.43	1.44	1.39	62.25	61.31	60.85
Clothing (textile and fur).....	38.1	38.8	39.6	1.15	1.15	1.12	43.74	44.56	44.44
Men's clothing.....	37.4	38.1	39.0	1.16	1.15	1.14	43.18	43.97	44.67
Women's clothing.....	36.5	37.9	38.4	1.21	1.21	1.20	44.00	46.06	46.06
Knit goods.....	41.3	41.3	41.4	1.08	1.07	1.03	44.78	44.19	42.59
*Wood products.....	41.7	41.2	42.1	1.58	1.57	1.53	65.90	64.71	64.35
Saw and planing mills.....	40.7	40.2	41.4	1.69	1.67	1.62	68.81	67.21	67.29
Furniture.....	43.5	43.1	44.0	1.45	1.45	1.40	62.86	62.40	61.50
Other wood products.....	43.2	42.1	41.7	1.31	1.33	1.30	56.75	55.97	54.29
Paper products.....	41.9	41.3	41.4	2.10	2.08	2.00	88.01	85.91	83.00
Pulp and paper mills.....	42.0	41.3	41.2	2.26	2.24	2.15	94.96	92.25	88.69
Other paper products.....	41.5	41.2	42.1	1.66	1.65	1.59	68.86	68.15	67.01
Printing, publishing and allied industries.....	39.3	38.9	40.3	2.18	2.16	2.10	85.66	84.22	84.45
*Iron and steel products.....	40.8	40.6	41.7	2.09	2.09	2.03	85.19	84.62	84.53
Agricultural implements.....	38.8	37.0	39.6	2.01	2.01	2.02	78.23	74.32	79.95
Fabricated and structural steel.....	41.4	40.8	40.5	2.01	2.00	1.96	83.14	81.67	79.27
Hardware and tools.....	41.6	41.4	42.7	1.78	1.77	1.77	74.10	73.40	75.51
Heating and cooking appliances.....	40.6	40.6	42.8	1.78	1.75	1.74	72.36	71.05	74.54
Iron castings.....	40.6	40.9	42.3	1.98	1.97	1.94	80.27	80.56	82.27
Machinery, industrial.....	41.5	41.5	42.2	1.95	1.93	1.90	80.96	80.10	79.98
Primary iron and steel.....	39.7	39.7	41.1	2.49	2.50	2.38	98.83	99.03	97.75
Sheet metal products.....	42.2	42.0	42.4	2.03	2.07	2.00	87.70	87.06	84.83
Wire and wire products.....	40.5	40.9	42.3	2.02	2.03	2.01	81.70	83.12	85.00
*Transportation equipment.....	40.7	40.3	41.0	2.06	2.03	2.01	83.74	81.76	82.51
Aircraft and parts.....	42.0	41.3	41.5	2.07	2.05	1.96	86.99	84.79	81.55
Motor vehicles.....	41.2	40.1	42.1	2.26	2.24	2.24	93.23	90.08	94.38
Motor vehicle parts and accessories.....	40.2	39.7	41.0	2.01	1.96	1.97	80.61	77.94	80.72
Railroad and rolling stock equipment.....	39.4	39.0	39.8	1.96	1.96	1.94	77.22	76.71	77.33
Shipbuilding and repairing.....	40.3	41.1	40.5	2.00	1.99	1.93	80.74	82.03	78.15
*Non-ferrous metal products.....	40.8	40.5	40.8	2.08	2.09	1.98	85.02	84.65	80.68
Aluminum products.....	43.4	42.3	42.1	1.82	1.80	1.75	78.82	76.09	73.86
Brass and copper products.....	40.0	40.6	41.7	1.98	1.98	1.89	79.42	80.42	78.56
Smelting and refining.....	40.3	40.1	40.1	2.30	2.31	2.20	92.52	92.41	88.38
*Electrical apparatus and supplies.....	40.7	40.5	41.4	1.85	1.84	1.78	75.02	74.57	73.68
Heavy electrical machinery and equipment.....	41.0	40.6	41.1	2.06	2.06	1.99	84.71	83.51	81.96
Telecommunication equipment.....	40.6	40.7	40.9	1.68	1.69	1.58	68.23	68.60	64.72
Refrigerators, vacuum cleaners and appliances.....	39.9	39.1	41.8	1.88	1.86	1.78	74.93	72.70	74.45
Wire and cable.....	39.8	41.9	43.0	2.06	2.04	2.01	82.04	85.64	86.58
Miscellaneous electrical products.....	40.9	40.5	41.1	1.73	1.72	1.68	70.89	69.83	69.15
*Non-metallic mineral products.....	42.9	42.8	44.4	1.81	1.79	1.74	77.85	76.62	77.17
Clay products.....	42.0	41.7	43.8	1.64	1.63	1.61	68.77	67.78	70.53
Glass and glass products.....	40.9	40.7	42.8	1.82	1.78	1.71	74.63	72.47	72.77
Products of petroleum and coal.....	40.8	39.9	40.8	2.55	2.52	2.43	103.89	100.54	98.21
Chemical products.....	40.6	40.2	41.1	1.99	1.98	1.90	80.99	79.58	78.02
Medicinal and pharmaceutical preparations.....	39.5	39.7	41.2	1.63	1.51	1.44	60.58	59.79	59.38
Acids, alkalis and salts.....	40.4	39.7	41.3	2.28	2.27	2.19	92.12	90.04	90.34
Miscellaneous manufacturing industries.....	41.9	41.5	42.2	1.45	1.47	1.40	60.50	60.87	59.25
<b>Construction</b> .....	<b>43.2</b>	<b>42.9</b>	<b>42.5</b>	<b>1.94</b>	<b>1.93</b>	<b>1.86</b>	<b>83.80</b>	<b>82.65</b>	<b>78.82</b>
Building and general engineering.....	42.9	42.3	41.9	2.12	2.10	2.03	91.03	89.03	85.00
Highways, bridges and streets.....	43.7	43.8	43.4	1.63	1.64	1.56	71.21	71.72	67.75
Electric and motor transportation.....	43.6	43.7	44.7	1.84	1.83	1.76	80.58	80.13	78.82
<b>Service</b> .....	<b>39.1</b>	<b>39.2</b>	<b>39.6</b>	<b>1.05</b>	<b>1.02</b>	<b>1.00</b>	<b>40.93</b>	<b>40.09</b>	<b>39.51</b>
Hotels and restaurants.....	39.2	39.6	39.5	1.02	0.99	0.98	39.91	39.16	38.53
Laundries and dry cleaning plants.....	39.8	39.3	40.8	1.01	1.00	0.97	40.31	39.29	39.66

\* Durable manufactured goods industries.



## D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
December 1, 1954.....	16,104	10,504	26,608	255,811	85,229	341,040
December 1, 1955.....	26,895	14,969	41,864	194,478	73,852	268,330
December 1, 1956.....	27,634	16,442	44,076	171,326	74,709	246,035
December 1, 1957.....	13,327	11,209	24,536	326,568	107,176	433,744
December 1, 1958.....	11,579	9,752	21,331	329,050	126,341	455,391
December 1, 1959.....	15,201	12,674	27,875	365,031	137,855	502,886
January 1, 1960.....	9,097	9,779	18,876	522,206	157,962	680,168
February 1, 1960.....	8,206	10,325	18,531	606,165	180,129	786,294
March 1, 1960.....	8,431	10,676	19,107	634,332	182,721	817,053
April 1, 1960.....	10,402	11,830	22,232	652,107	182,883	834,990
May 1, 1960.....	15,913	14,487	30,400	581,558	174,874	756,432
June 1, 1960.....	21,772	17,210	38,982	389,576	152,848	542,424
July 1, 1960.....	17,227	15,875	33,102	258,719	131,936	390,655
August 1, 1960.....	14,673	12,594	27,267	242,582	128,062	370,644
September 1, 1960.....	13,748	14,427	28,175	236,969	117,044	354,013
October 1, 1960.....	12,239	13,798	26,035	228,632	115,358	343,990
November 1, 1960.....	11,944	10,866	22,810	281,484	124,255	405,739
December 1, 1960 <sup>(1)</sup> .....	15,932	10,799	26,731	393,856	144,123	537,979

(1) Latest figures subject to revision.

\* Current Vacancies only. Deferred vacancies are excluded.

**TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT OCTOBER 31, 1960<sup>(1)</sup>**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				September 30, 1960	October 30, 1959
<b>Agriculture, Fishing, Trapping</b> .....	<b>279</b>	<b>115</b>	<b>394</b>	— 845	— 87
<b>Forestry</b> .....	<b>1,045</b>	<b>7</b>	<b>1,052</b>	— 709	— 1,254
<b>Mining, Quarrying and Oil Wells</b> .....	<b>441</b>	<b>18</b>	<b>459</b>	— 71	— 12
Metal Mining.....	270	5	275	— 32	— 46
Fuels.....	131	9	140	— 25	+ 53
Non-Metal Mining.....	22	3	25	+ 2	— 5
Quarrying, Clay and Sand Pits.....	4	0	4	— 2	— 11
Prospecting.....	14	1	15	— 14	— 3
<b>Manufacturing</b> .....	<b>2,301</b>	<b>1,550</b>	<b>3,851</b>	— 915	— 869
Foods and Beverages.....	161	255	416	— 421	— 1
Tobacco and Tobacco Products.....	9	3	12	— 1	— 1
Rubber Products.....	20	16	36	+ 3	— 5
Leather Products.....	68	83	151	+ 9	— 1
Textile Products (except Clothing).....	58	58	116	— 30	— 113
Clothing (textile and fur).....	94	608	702	— 236	— 246
Wood Products.....	232	31	263	— 40	— 69
Paper Products.....	263	43	311	+ 19	+ 141
Printing, Publishing and Allied Industries.....	95	51	146	— 10	— 64
Iron and Steel Products.....	397	77	474	— 47	— 201
Transportation Equipment.....	290	37	327	— 37	— 240
Non-ferrous Metal Products.....	113	30	143	— 27	— 73
Electrical Apparatus and Supplies.....	194	59	253	— 41	— 23
Non-Metallic Mineral Products.....	50	12	62	— 32	— 47
Products of Petroleum and Coal.....	12	4	16	— 14	— 2
Chemical Products.....	153	93	246	+ 11	+ 63
Miscellaneous Manufacturing Industries.....	92	85	177	— 21	+ 16
<b>Construction</b> .....	<b>1,273</b>	<b>37</b>	<b>1,310</b>	— 47	— 435
General Contractors.....	714	27	741	— 82	— 288
Special Trade Contractors.....	559	10	569	+ 35	— 147
<b>Transportation, Storage and Communication</b> .....	<b>455</b>	<b>138</b>	<b>593</b>	— 206	— 232
Transportation.....	241	67	308	— 148	— 367
Storage.....	18	10	28	— 0	— 12
Communication.....	196	61	257	— 58	+ 97
<b>Public Utility Operation</b> .....	<b>72</b>	<b>6</b>	<b>78</b>	+ 17	+ 25
<b>Trade</b> .....	<b>1,718</b>	<b>2,249</b>	<b>3,967</b>	+ 117	— 396
Wholesale.....	587	319	906	+ 22	— 190
Retail.....	1,131	1,930	3,061	+ 95	— 206
<b>Finance, Insurance and Real Estate</b> .....	<b>471</b>	<b>380</b>	<b>851</b>	— 144	— 74
<b>Service</b> .....	<b>3,790</b>	<b>6,686</b>	<b>10,476</b>	+ 183	+ 1,330
Community or Public Service.....	273	1,625	1,898	— 267	+ 156
Government Service.....	2,596	497	3,093	+ 1,815	+ 2,216
Recreation Service.....	47	50	97	— 20	— 47
Business Service.....	544	253	797	+ 101	+ 189
Personal Service.....	330	4,261	4,591	— 1,446	— 1,184
<b>GRAND TOTAL</b> .....	<b>11,845</b>	<b>11,186</b>	<b>23,031</b>	— 2,620	— 2,054

<sup>(1)</sup> Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT NOVEMBER 3, 1960<sup>(1)</sup>**

(Source: Form UIC 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	1,430	1,264	2,694	6,362	1,999	8,361
Clerical Workers.....	1,358	2,213	3,571	15,727	47,548	63,275
Sales Workers.....	1,129	1,350	2,479	6,608	13,917	20,525
Personal and Domestic Service Workers.	485	4,667	5,152	28,402	22,004	50,406
Seamen.....	10	.....	10	1,428	10	1,438
Agriculture, Fishing, Forestry (Ex. log.).	243	25	268	3,465	263	3,728
Skilled and Semi-Skilled Workers.....	4,180	932	5,112	126,558	18,576	145,134
Food and kindred products (incl. tobacco).....	55	13	68	1,239	451	1,690
Textiles, clothing, etc.....	79	685	764	2,672	11,170	13,842
Lumber and lumber products.....	1,006	1	1,007	9,503	127	9,630
Pulp, paper (incl. printing).....	80	3	83	1,094	509	1,603
Leather and leather products.....	43	54	97	1,165	1,212	2,377
Stone, clay and glass products.....	15	.....	15	499	38	537
Metalworking.....	438	2	440	18,395	896	19,291
Electrical.....	134	14	148	2,874	1,060	3,934
Transportation equipment.....	3	2	5	1,168	34	1,202
Mining.....	172	.....	172	1,690	.....	1,690
Construction.....	621	.....	621	30,945	1	30,946
Transportation (except seamen).....	355	5	360	21,900	137	22,037
Communications and public utility..	38	1	39	629	2	631
Trade and service.....	124	124	248	4,868	1,775	6,643
Other skilled and semi-skilled.....	924	19	943	20,485	900	21,385
Foremen.....	49	9	58	2,487	253	2,740
Apprentices.....	44	.....	44	4,945	11	4,956
Unskilled Workers.....	3,109	415	3,524	92,934	19,938	112,872
Food and tobacco.....	35	166	201	3,240	4,109	7,349
Lumber and lumber products.....	67	4	71	9,555	424	9,979
Metalworking.....	43	9	52	6,956	583	7,539
Construction.....	2,239	.....	2,239	41,733	1	41,734
Other unskilled workers.....	725	236	961	31,400	14,821	46,221
<b>GRAND TOTAL.....</b>	<b>11,944</b>	<b>10,866</b>	<b>22,810</b>	<b>281,484</b>	<b>124,255</b>	<b>405,739</b>

(<sup>1</sup>) Preliminary—subject to revision.

(<sup>2</sup>) Current vacancies only. Deferred vacancies are excluded.



TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT NOVEMBER 3, 1960

(Source: Form U.I.C. 757)

Office	Unfilled Vacancies(2)			Registrations		
	(1) Nov. 3, 1960	Previous Month Sept. 29, 1960	Previous Year Oct. 29, 1959	(1) Nov. 3, 1960	Previous Month Sept. 29, 1960	Previous Year Oct. 29, 1959
<b>Newfoundland</b> .....	<b>306</b>	<b>356</b>	<b>395</b>	<b>7,534</b>	<b>6,081</b>	<b>5,821</b>
Corner Brook.....	16	30	20	1,673	1,321	1,437
Grand Falls.....	7	3	21	860	547	516
St. John's.....	283	323	354	5,001	4,213	3,868
<b>Prince Edward Island</b> .....	<b>137</b>	<b>516</b>	<b>260</b>	<b>1,288</b>	<b>968</b>	<b>1,123</b>
Charlottetown.....	48	156	91	745	605	749
Summerside.....	89	360	169	543	363	374
<b>Nova Scotia</b> .....	<b>1,233</b>	<b>800</b>	<b>680</b>	<b>15,978</b>	<b>14,270</b>	<b>12,150</b>
Amherst.....	13	17	12	571	443	447
Bridgewater.....	21	23	18	831	706	672
Halifax.....	1,017	411	405	4,628	4,182	3,935
Inverness.....				208	218	180
Kentville.....	68	149	81	1,300	973	761
Liverpool.....	18	29	9	413	369	261
New Glasgow.....	13	27	31	1,838	1,763	1,253
Springhill.....			4	878	823	826
Sydney.....	45	58	24	3,085	3,244	2,243
Truro.....	9	51	28	1,104	930	739
Yarmouth.....	29	35	68	1,122	619	833
<b>New Brunswick</b> .....	<b>1,236</b>	<b>775</b>	<b>725</b>	<b>13,341</b>	<b>10,536</b>	<b>10,419</b>
Bathurst.....	13	26	37	1,196	783	825
Campbellton.....	27	8	28	1,317	1,335	708
Edmundston.....	17	27	4	579	457	479
Fredericton.....	120	125	155	1,321	1,241	942
Minto.....	118	124	45	426	339	256
Moncton.....	750	210	165	3,108	2,272	2,561
Newcastle.....	3	4	2	923	780	911
Saint John.....	129	187	213	2,700	2,186	1,934
St. Stephen.....	36	12	18	828	526	986
Sussex.....	10	11	13	365	296	306
Woodstock.....	8	41	45	578	321	511
<b>Quebec</b> .....	<b>5,263</b>	<b>7,211</b>	<b>6,607</b>	<b>115,628</b>	<b>98,810</b>	<b>89,386</b>
Alma.....	8	12	17	1,097	967	1,261
Asbestos.....	17	1	30	383	363	366
Baie Comeau.....	31	221	140	377	299	337
Beauharnois.....	26	32	24	746	595	605
Buckingham.....	22	17	68	710	469	501
Causapscal.....	78	93	14	788	614	545
Chandler.....	6	8	11	242	285	223
Chicoutimi.....	145	133	533	1,623	1,385	1,209
Cowansville.....	25	34	18	324	176	265
Dolbeau.....	19	97	66	668	538	531
Drummondville.....	43	28	33	1,454	1,266	1,250
Farnham.....	10	87	16	434	300	521
Forestville.....	4	92	398	217	159	224
Gaspé.....	5	15	1	316	211	212
Granby.....	21	102	19	1,607	1,411	1,022
Hull.....	42	44	33	2,421	2,041	1,708
Joliette.....	43	99	78	2,568	2,173	1,987
Jonquière.....	20	22	23	1,828	1,536	1,279
Lachute.....	18	16	16	550	416	417
La Malbaie.....	29	297	10	499	670	473
La Tuque.....	179	645	561	512	445	575
Lévis.....	28	24	58	2,307	2,008	1,555
Louiseville.....	15	15	22	748	610	529
Magog.....	6	5	2	511	396	613
Maniwaki.....	9	72	133	420	257	254
Mégantic.....	7	14	11	488	299	396
Mont-Laurier.....	22	1	2	504	356	470
Montmagny.....	20	15	37	411	308	218
Montreal.....	12	13	25	626	505	491
New Richmond.....	1,976	2,396	2,315	49,002	43,665	36,161
Port Alfred.....	66	83	3	403	303	275
Quebec.....	5	20		386	338	327
Rimouski.....	455	537	430	8,434	7,154	7,079
Rivière du Loup.....	51	114	88	1,484	1,143	1,127
Roberval.....	8	41	21	1,412	930	990
Rouyn.....	57	84	223	720	698	581
Ste. Agathe.....	128	49	44	1,766	1,554	1,327
Ste. Anne de Bellevue.....	54	11	14	572	439	432
Ste. Therese.....	73	85	66	488	608	521
St. Hyacinthe.....	19	137	29	1,635	1,348	1,149
St. Jean.....	25	47	62	1,537	1,358	1,461
St. Jérôme.....	50	48	58	1,716	1,488	1,517
Sept-Îles.....	31	57	65	1,382	865	981
Shawinigan.....	294	408	192	1,030	982	697
Sherbrooke.....	41	130	68	2,459	1,982	1,967
Sorel.....	284	253	157	4,071	2,991	3,122
Thetford Mines.....	54	43	37	1,601	1,470	1,326
Trois-Rivières.....	30	30	58	936	667	1,343
	179	96	146	3,123	2,939	2,559

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT NOVEMBER 3, 1960

(Source: Form U.I.C. 757)

Office	Unfilled Vacancies(*)			Registrations		
	(1)	Previous Month	Previous Year	(1)	Previous Month	Previous Year
	Nov. 3, 1960	Sept. 29, 1960	Oct. 29, 1959	Nov. 3, 1960	Sept. 29, 1960	Oct. 29, 1959
<b>Quebec—Cont'd.</b>						
Val d'Or.....	47	15	22	1,420	1,299	1,118
Valleyfield.....	12	16	18	1,640	1,358	1,260
Victoriaville.....	25	34	22	1,530	1,203	1,105
Ville St. Georges.....	389	223	70	1,245	983	924
<b>Ontario</b> .....	<b>8,200</b>	<b>9,021</b>	<b>8,933</b>	<b>148,423</b>	<b>132,286</b>	<b>108,082</b>
Arnprior.....	43	55	39	203	184	180
Barrie.....	19	24	22	1,145	972	882
Belleville.....	29	46	39	1,552	1,212	1,047
Bracebridge.....	18	42	46	691	479	479
Brampton.....	56	32	37	1,259	1,155	1,388
Brantford.....	43	66	94	2,813	2,839	1,693
Brockville.....	33	26	43	630	543	348
Carleton Place.....	10	7	6	131	112	180
Chatham.....	29	100	68	1,651	1,071	1,236
Cobourg.....	43	57	39	641	653	460
Collingwood.....	3	5	32	564	563	380
Cornwall.....	104	100	92	2,750	2,372	1,962
Elliott Lake.....	38	19	88	249	251	300
Fort Erie.....	4	7	4	553	390	426
Fort Frances.....	13	24	22	313	195	289
Fort William.....	76	83	77	1,655	1,042	1,231
Galt.....	54	130	7	1,704	1,060	923
Gananoque.....	3	2	215	194	194	142
Goderich.....	17	23	41	321	314	324
Guelph.....	17	33	44	1,650	1,420	1,212
Hamilton.....	896	824	882	13,428	12,057	8,366
Hawkesbury.....	12	23	24	433	338	372
Kapuskasing.....	20	42	23	796	489	516
Kenora.....	16	13	18	485	277	359
Kingston.....	129	92	92	1,737	1,623	1,386
Kirkland Lake.....	34	43	61	1,013	783	701
Kitchener.....	124	175	164	2,208	2,140	1,159
Leamington.....	21	33	23	975	499	885
Lindsay.....	8	21	11	460	492	378
Listowel.....	43	54	24	246	202	141
London.....	462	537	555	4,681	4,017	3,230
Long Branch.....	105	186	137	3,582	3,257	2,644
Midland.....	6	3	15	498	461	413
Napanee.....	5	9	5	356	267	276
Newmarket.....	41	46	101	1,031	1,011	941
Niagara Falls.....	35	37	35	2,071	1,328	1,561
North Bay.....	28	46	22	1,352	1,019	1,009
Oakville.....	92	111	105	907	993	578
Orillia.....	12	17	25	917	738	526
Oshawa.....	69	91	111	5,000	6,536	3,473
Ottawa.....	807	888	887	5,013	4,704	3,890
Owen Sound.....	51	41	51	1,100	888	697
Parry Sound.....		2		317	150	304
Pembroke.....	70	99	90	1,299	1,066	1,034
Perth.....	19	27	19	422	197	261
Peterborough.....	36	48	62	2,910	2,545	2,050
Pictou.....	6	7	11	272	120	244
Port Arthur.....	156	168	131	2,298	1,548	1,801
Port Colborne.....	9	11	4	796	551	458
Prescott.....	14	32	30	553	413	289
Renfrew.....	13	10	8	309	266	257
St. Catharines.....	118	236	158	3,360	3,073	2,571
St. Thomas.....	36	41	52	1,221	739	1,130
Sarnia.....	94	101	58	2,195	1,646	1,332
Sault Ste. Marie.....	131	141	288	2,048	2,008	1,107
Simcoe.....	77	108	40	892	663	603
Sioux Lookout.....	4	25	12	109	121	119
Smiths Falls.....	7	12	7	338	267	246
Stratford.....	65	75	25	580	611	507
Sturgeon Falls.....	22	25	8	621	381	616
Sudbury.....	334	144	117	2,827	2,381	2,037
Tillsonburg.....	23	35	26	355	346	417
Timmins.....	30	34	71	1,644	1,280	1,230
Toronto.....	2,702	2,740	2,852	38,104	36,487	28,243
Trenton.....	64	88	70	699	479	510
Walkerton.....	36	55	58	548	494	425
Wallaceburg.....	15	22	8	488	343	426
Welland.....	64	109	50	2,013	1,577	983
Weston.....	165	136	135	3,209	3,243	3,230
Windsor.....	193	226	182	7,804	7,039	6,122
Woodstock.....	17	41	59	1,095	1,100	714
<b>Manitoba</b> .....	<b>1,732</b>	<b>2,295</b>	<b>2,888</b>	<b>15,034</b>	<b>11,086</b>	<b>11,260</b>
Brandon.....	162	176	167	1,133	725	1,075
Dauphin.....	15	25	16	648	323	573
Flin Flon.....	25	22	26	200	105	205
Portage la Prairie.....	55	73	44	556	333	601
The Pas.....	49	90	61	244	153	203
Winnipeg.....	1,426	1,909	2,524	12,253	9,447	8,603

**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT NOVEMBER 3, 1960**

(Source: Form U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) Nov. 3, 1960	Previous Month Sept. 29, 1960	Previous Year Oct. 29, 1959	(1) Nov. 3, 1960	Previous Month Sept. 29, 1960	Previous Year Oct. 29, 1959
<b>Saskatchewan</b> .....	<b>1,218</b>	<b>974</b>	<b>763</b>	<b>9,676</b>	<b>6,620</b>	<b>8,161</b>
Estevan.....	20	34	42	227	121	292
Lloydminster.....	24	29	14	224	150	159
Moose Jaw.....	64	103	123	933	590	830
North Battleford.....	39	49	23	583	424	521
Prince Albert.....	103	81	41	1,095	733	1,081
Regina.....	217	240	218	2,704	1,867	1,987
Saskatoon.....	207	269	165	2,310	1,738	1,833
Swift Current.....	83	68	47	390	201	331
Weyburn.....	17	39	24	199	118	214
Yorkton.....	444	62	66	1,011	678	913
<b>Alberta</b> .....	<b>1,711</b>	<b>2,231</b>	<b>2,058</b>	<b>22,364</b>	<b>16,992</b>	<b>14,488</b>
Blairmore.....	24	9	19	374	180	200
Calgary.....	439	537	631	8,271	6,602	5,354
Drumheller.....	10	15	25	228	179	171
Edmonton.....	890	1,237	1,032	9,296	7,301	6,487
Edson.....	76	13	27	497	261	373
Grande Prairie.....	42	73	.....	548	351	.....
Lethbridge.....	101	154	104	1,421	894	935
Medicine Hat.....	56	94	141	897	699	444
Red Deer.....	73	99	79	832	525	524
<b>British Columbia</b> .....	<b>1,774</b>	<b>1,856</b>	<b>1,751</b>	<b>56,473</b>	<b>46,341</b>	<b>42,333</b>
Chilliwack.....	25	27	27	1,326	961	829
Courtenay.....	13	20	23	905	787	514
Cranbrook.....	54	34	23	700	508	475
Dawson Creek.....	23	27	22	729	551	627
Duncan.....	16	24	19	564	503	477
Kamloops.....	15	10	8	996	735	763
Kelowna.....	22	18	20	588	372	481
Kitimat.....	34	34	37	166	128	147
Mission City.....	28	23	6	898	634	684
Nanaimo.....	18	10	14	1,110	841	740
Nelson.....	251	200	10	737	410	617
New Westminster.....	200	221	198	8,825	7,156	6,036
Penticton.....	9	21	14	842	458	486
Port Alberni.....	7	30	16	728	614	520
Prince George.....	34	32	50	2,305	1,391	1,918
Prince Rupert.....	10	16	6	1,243	852	1,157
Princeton.....	52	9	11	348	190	203
Quesnel.....	15	12	11	1,113	705	922
Trail.....	67	77	46	582	366	609
Vancouver.....	720	841	1,012	25,666	23,386	19,286
Vernon.....	8	16	14	1,083	548	858
Victoria.....	111	99	144	4,581	3,935	3,647
Whitehorse.....	42	55	20	438	310	337
<b>Canada</b> .....	<b>22,510</b>	<b>26,035</b>	<b>25,010</b>	<b>405,739</b>	<b>343,990</b>	<b>303,223</b>
Males.....	11,944	12,239	11,997	281,484	228,632	195,816
Females.....	10,566	13,796	13,013	124,255	115,358	107,407

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(Source: Form U.I.C. 751)

1955—1960

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,356	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1959 (10 months).....	848,701	573,207	275,494	57,929	206,043	289,435	182,969	112,325
1960 (10 months).....	795,184	530,001	265,183	70,746	207,544	249,224	165,388	102,282



## E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, OCTOBER 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	4.0	15,799	342,739
Prince Edward Island.....	0.6	2,462	46,856
Nova Scotia.....	10.5	41,903	917,198
New Brunswick.....	7.7	30,700	657,156
Quebec.....	67.2	268,984	5,948,623
Ontario.....	85.9	343,642	8,072,034
Manitoba.....	7.1	28,274	617,230
Saskatchewan.....	3.9	15,750	333,182
Alberta.....	10.8	43,115	983,653
British Columbia.....	28.2	112,774	2,732,251
Total, Canada, Oct. 1960.....	225.9	903,403	20,650,922
Total, Canada, Sept. 1960.....	222.7	935,396	21,186,260
Total, Canada, Oct. 1959.....	159.8	671,150	13,765,753

**TABLE E-2—CLAIMANTS\* CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, OCTOBER 31, 1960**

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Number of weeks on claim							Percentage Postal	October 30, 1959 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	330,223	121,806	41,306	52,063	33,316	22,578	14,860	44,294	25.7	250,583
Male.....	230,025	93,860	30,277	36,138	21,883	13,527	8,583	25,757	27.1	164,391
Female.....	100,198	27,946	11,029	15,925	11,433	9,051	6,277	18,537	22.4	86,192
Newfoundland.....	6,886	2,665	767	859	576	494	317	1,208	59.8	5,659
Male.....	5,718	2,430	656	702	440	366	207	917	62.0	4,754
Female.....	1,168	235	111	157	136	128	110	291	48.9	905
Prince Edward Island....	896	375	81	130	66	63	55	126	59.6	852
Male.....	588	293	60	78	30	34	25	68	64.8	542
Female.....	308	82	21	52	36	29	30	58	49.7	310
Nova Scotia.....	14,069	4,924	1,647	2,288	1,341	945	569	2,355	40.8	10,927
Male.....	11,277	4,252	1,339	1,828	991	695	385	1,787	42.0	8,225
Female.....	2,792	672	308	460	350	250	184	568	36.2	2,702
New Brunswick.....	11,286	4,054	1,358	1,780	1,334	801	405	1,554	53.0	9,357
Male.....	8,456	3,345	1,077	1,354	929	460	240	1,051	55.5	6,679
Female.....	2,830	709	281	426	405	341	165	503	45.6	2,678
Quebec.....	99,111	36,462	12,487	15,860	9,836	6,960	4,617	12,889	26.1	78,010
Male.....	67,991	27,629	9,020	11,236	6,438	3,919	2,503	7,246	27.5	51,122
Female.....	31,120	8,833	3,467	4,624	3,398	3,041	2,114	5,643	22.9	26,888
Ontario.....	118,603	41,634	14,941	19,036	12,558	8,418	5,587	16,429	19.4	86,444
Male.....	79,761	30,735	10,687	12,735	8,144	5,150	3,265	9,045	19.5	53,044
Female.....	38,842	10,899	4,254	6,301	4,414	3,268	2,322	7,384	19.2	33,400
Manitoba.....	12,294	5,328	1,551	1,672	1,174	658	477	1,434	18.9	8,828
Male.....	8,185	4,005	1,016	968	695	392	290	819	21.5	5,827
Female.....	4,109	1,323	535	704	479	266	187	615	13.7	3,001
Saskatchewan.....	6,917	2,815	812	961	631	450	318	930	40.5	6,456
Male.....	4,463	2,170	550	522	318	225	154	524	43.7	4,273
Female.....	2,454	645	262	439	313	225	164	406	34.6	2,183
Alberta.....	16,468	6,587	1,821	2,488	1,479	989	759	2,345	22.6	11,006
Male.....	11,305	5,182	1,308	1,618	852	534	432	1,379	23.6	6,964
Female.....	5,163	1,405	513	870	627	455	327	966	20.5	4,042
British Columbia.....	43,693	16,962	5,841	6,989	4,321	2,800	1,756	5,024	24.6	33,044
Male.....	32,281	13,819	4,564	5,097	3,046	1,752	1,082	2,921	25.9	22,961
Female.....	11,412	3,143	1,277	1,892	1,275	1,048	674	2,103	20.9	10,083

\* Changes in the wording of this heading do not involve any change in concept.

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
OCTOBER, 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	3,386	2,319	1,067	2,729	1,878	851	1,294
Prince Edward Island.....	463	304	159	387	270	117	157
Nova Scotia.....	10,098	4,582	5,536	9,168	7,461	1,707	2,384
New Brunswick.....	5,634	3,493	2,141	4,906	3,648	1,258	1,659
Quebec.....	50,828	29,924	20,904	46,246	35,112	11,134	14,521
Ontario.....	62,406	35,963	26,443	58,080	43,987	14,093	17,675
Manitoba.....	7,060	4,603	2,457	6,071	4,357	1,714	1,848
Saskatchewan.....	4,175	2,754	1,421	3,453	2,395	1,058	1,268
Alberta.....	9,878	5,900	3,978	9,449	7,274	2,175	2,671
British Columbia.....	24,283	14,097	10,186	22,023	15,949	6,074	6,636
Total, Canada, Oct. 1960.....	178,211	103,919	74,292	162,512	122,331	40,181	50,113
Total, Canada, Sept. 1960.....	140,328	79,173	61,155	143,276	109,220	34,056	34,414
Total, Canada, Oct. 1959.....	151,191	96,354	54,837	138,239	99,922	38,317	41,652

\* In addition, revised claims received numbered 34,428.

† In addition, 32,721 revised claims were disposed of. Of these, 3,645 were special requests not granted and 1,215 were appeals by claimants. There were 8,272 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1960—September.....	3,999,100	3,719,600	279,500
August.....	4,040,000	3,759,800	280,200
July.....	4,024,000	3,729,900	294,100
June.....	4,048,000	3,751,600	296,400
May.....	3,988,000	3,623,700	364,300
April.....	4,222,000	3,507,100	714,900
March.....	4,307,000	3,484,000	823,000
February.....	4,308,000	3,493,800	814,200
January.....	4,296,000	3,513,500	782,500
1959—December.....	4,295,000	3,609,300	685,700
November.....	4,131,000	3,713,500	417,500
October.....	4,032,000	3,781,400	250,600

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949=100)

Calculated by the Dominion Bureau of Statistics

—	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1959—November.....	128.3	123.8	142.6	111.4	123.5	136.9
December.....	127.9	122.4	142.7	111.4	123.7	136.8
1960—February.....	127.2	120.8	142.9	109.8	123.2	137.0
March.....	126.9	119.4	142.9	110.4	123.4	137.0
April.....	127.5	120.9	143.3	110.8	123.5	137.1
May.....	127.4	120.2	143.5	110.8	123.1	137.6
June.....	127.6	120.8	143.8	110.9	123.0	137.7
July.....	127.5	120.5	143.9	110.8	123.0	137.6
August.....	127.9	121.7	144.0	110.3	123.1	137.7
September.....	128.4	123.3	144.2	110.5	123.3	137.6
October.....	129.4	125.8	144.3	111.2	123.5	137.8
November.....	129.6	125.5	144.5	112.5	123.5	138.3
December.....	129.6	125.3	144.6	112.6	123.5	138.3

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF NOVEMBER 1960**

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	November 1959	October 1960	November 1960					
(1) St. John's, Nfld.....	114.6	115.0	115.9	108.9	115.1	110.7	111.7	133.0
Halifax.....	127.7	128.1	128.4	119.9	135.1	122.0	129.3	140.4
Saint John.....	129.2	130.0	130.0	124.4	140.6	119.7	124.1	143.0
Montreal.....	128.7	129.1	129.7	130.0	146.0	108.1	119.0	138.8
Ottawa.....	128.6	130.2	130.2	125.9	148.8	117.0	121.7	138.3
Toronto.....	130.5	132.1	131.9	125.8	153.1	115.0	123.8	140.3
Winnipeg.....	125.7	127.1	127.7	124.2	135.5	118.8	120.2	137.3
Saskatoon-Regina.....	124.6	125.7	125.5	123.0	125.0	124.0	125.8	129.5
Edmonton-Calgary.....	124.7	125.6	125.7	120.4	125.5	121.3	127.5	133.7
Vancouver.....	129.8	130.5	130.8	126.3	137.8	117.5	135.8	137.5

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.



**TABLE G-1—STRIKES AND LOCKOUTS, 1955-60**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
*1959.....	202	217	99,872	2,386,680	0.19
*1959: November.....	8	18	4,392	59,740	0.06
December.....	13	22	3,836	56,050	0.05
*1960: January.....	13	20	3,531	58,440	0.06
February.....	14	25	3,994	50,320	0.05
March.....	19	27	3,237	26,820	0.03
April.....	15	29	2,476	26,870	0.03
May.....	21	38	7,152	74,900	0.07
June.....	24	43	7,309	53,260	0.05
July.....	22	37	5,067	37,770	0.04
August.....	30	42	10,958	129,180	0.12
September.....	27	52	11,877	114,610	0.11
October.....	30	56	9,027	90,830	0.08
November.....	28	58	5,491	53,180	0.05

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, NOVEMBER 1960, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Day
Logging.....	1	40	240
Fishing.....	—	—	—
Mining.....	4	167	3,470
Manufacturing.....	26	3,250	36,500
Construction.....	13	1,150	5,850
Transportation etc.....	7	639	5,620
Public utilities.....	2	180	790
Trade.....	5	65	710
Service.....	—	—	—
All industries.....	58	5,491	53,180

**TABLE G-3—STRIKES AND LOCKOUTS, NOVEMBER 1960, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Day
Newfoundland.....	1	100	2,200
Prince Edward Island....	—	—	—
Nova Scotia.....	4	137	1,070
New Brunswick.....	—	—	—
Quebec.....	8	677	6,590
Ontario.....	32	2,818	21,500
Manitoba.....	5	861	12,780
Saskatchewan.....	1	30	180
Alberta.....	2	402	3,610
British Columbia.....	2	88	950
Federal.....	3	378	4,300
All jurisdictions.....	58	5,491	53,180

**TABLE G-4 STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS, NOVEMBER 1960**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Novem-ber	Accu-mulated		
MINING— Non-Metal Mining— Newfoundland Fluorspar St. Lawrence, Nfld.	St. Lawrence Workers' Protective Union (Ind.)	100	2,200	4,070	Oct. 14 .....	Disciplinary dismissal of workers~
MANUFACTURING— Clothing— Taran Furs, Montreal, Que.	Butcher Workmen Loc. 400 (AFL-CIO/CLC)	100	300	300	Nov. 28 Nov. 30	Wages, clause curtailing sub-contracting~\$6 per week increase.

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
NOVEMBER 1960**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			November	Accumulated		
<i>Paper Products—</i> Building Products, Pont-Rouge, Que.	Pulp and Paper Workers Federation (CNTU)	290 (20)	1,450	1,450	Nov. 24 .....	Wages~
<i>Iron and Steel Products—</i> Canadian Timken, St. Thomas, Ont.	Steelworkers Loc. 4906 (AFL-CIO/CLC)	292 (70)	5,940	22,470	Aug. 12 .....	Wages, working conditions, fringe benefits~
Dominion Bridge, Mount Dennis, Toronto, Ont.	Steelworkers Loc. 3390 (AFL-CIO/CLC)	450	1,100	25,410	Aug. 15 Nov. 7	Wages, fringe benefits ~ 3¢ hourly increase the first year, 3¢ an hour the second year, a further 2¢ an hour three months before expiry date; improved fringe benefits.
Dominion Bridge, Calgary, Alta.	Steelworkers Loc. 5044 (AFL-CIO/CLC)	302	1,810	16,910	Aug. 19 Nov. 9	Wages, fringe benefits~3¢ an hour increase on signing, 3¢ Nov. 1961; improved fringe benefits.
Manitoba Rolling Mills, Selkirk, Man.	Steelworkers Loc. 5442 (AFL-CIO/CLC)	385	6,930	25,390	Aug. 25 Nov. 28	Wages, fringe benefits~5¢ an hour immediate increase.
Manitoba Bridge and Engineer- ing Works, Winnipeg, Man.	Steelworkers Loc. 4087 (AFL-CIO/CLC)	233	3,570	14,620	Aug. 25 Nov. 23	Wages, fringe benefits~3¢ an hour immediate increase, 3¢ an hour effective Nov. 23, 1961; 2¢ an hour May 23, 1962; improved fringe benefits.
Dominion Bridge, Winnipeg, Man.	Steelworkers Loc. 4095 (AFL-CIO/CLC)	203	2,230	9,640	Aug. 25 Nov. 17	Wages, fringe benefits~5¢ an hour increase.
Dominion Bridge, Edmonton, Alta.	Steelworkers Loc. 3345 (AFL-CIO/CLC)	100	1,800	6,860	Aug. 26 Nov. 28	Wages, fringe benefits ~ Increased wages, improved fringe benefits.
<i>Miscellaneous Manufacturing—</i> Sperry Gyroscope Co. of Canada, St. Laurent, Que.	I.U.E. Loc. 514 (AFL-CIO/CLC)	204	3,780	12,090	Sept. 15 .....	Wages~
CONSTRUCTION— Anglin Norcross Construction, Toronto, Ont.	Bricklayers Loc., 26 (AFL-CIO/CLC)	135	1,890	1,890	Nov. 7 Nov. 28	Refusal to accept stone cut by non-union personnel~ Return of workers when settlement reached.
Mutual Investments, Toronto, Ont.	Several building trades unions (AFL-CIO/CLC)	383	770	770	Nov. 11 Nov. 15	Closed shop ~ Return of workers.
W. B. Sullivan Construction, Toronto, Ont.	Labourers Loc. 183 (AFL-CIO/CLC)	110	110	110	Nov. 21 Nov. 22	Non-union labour on paying job~Return of workers.
Twenty Electrical Contractors, Kitchener-Waterloo, other points, Ont.	I.B.E.W. Loc. 804 (AFL- CIO/CLC)	180	1,620	1,620	Nov. 21 .....	Wages~
Holly Dunfield Syndicates, Toronto, Ont.	Lathers Loc. 97 (AFL-CIO /CLC)	116	230	230	Nov. 21 Nov. 23	Non-union lathers on job~ Withdrawal of pickets.
TRANSPORTATION ETC. <i>Transportation—</i> Sandwich-Windsor and Amherst- burg Railway, Windsor, Ont.	Street Railway Employees Loc. 616 (AFL-CIO/CLC)	186	930	930	Nov. 24 .....	Wages~
<i>Storage—</i> Five Grain Elevators, Vancouver, B.C.	Brewery Workers Loc. 333 (AFL-CIO/CLC)	325	4,230	4,230	Nov. 8 Nov. 28	Wages, fringe benefits~17½¢ an hour increase during first year of agreement, 8¢ an hour the second year; improved fringe benefits.
PUBLIC UTILITY OPERATION— Public Utilities Commission (Telephone Dept.) Port Arthur, Ont.	I.B.E.W. Loc. 339 (AFL- CIO/CLC)	157	670	670	Nov. 9 Nov. 17	Wages~2½% wage increase in each of the years 1959, 1960 & 1961.

Figures in parentheses indicate the number of workers indirectly affected.

**TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE THIRD QUARTER OF 1960 BY GROUP OF INDUSTRIES AND CAUSES**

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking against or stepping on objects.....					1	1	1						3
Struck by:													
(a) Tools, machinery, cranes, etc.....	1		2	4	3	1	2						13
(b) Moving vehicles.....			2	7	9		3						21
(c) Other objects.....	1	14	17	3	3		1						44
Caught in or between machinery, vehicles, etc.....			7	3	0		6						27
Collision, derailments, wrecks, etc.....	13	2	9	5	14	2	20	1	4		1		75
Falls and slips:													
(a) Falls on same level.....	4						1				1		6
(b) Falls to different levels.....	4	2	7	2	13	16	3		2		4		60
Conflagrations, temperature extremes and explosions.....		1		3	4	4	1	1			3		17
Inhalation, absorptions, asphyxiation and industrial diseases.....	1			6	1						2		11
Electric current.....	1	2			4	4	5	2					18
Over-exertion.....					1	1					1		3
Miscellaneous accidents.....	1		1	2				1			2		7
Total, third quarter 1960.....	26	21	8	50	43	63	14	49	7		24		305
Total, third quarter 1959.....	48	30	8	39	68	87	11	52	21		25		389

**TABLE H-2—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE THIRD QUARTER OF 1960**

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....		1	2	2	1	15	3	2				26
Logging.....	2			1	4	5						21
Fishing and Trapping.....			2	1		1				9		8
Mining and Quarrying.....	2		6	2	5	12	1	2	7	12	2	50
Manufacturing.....			3		9	17	3	1	4	4		43
Construction.....			1	3	10	17	3	2	13	12		63
Public Utilities.....	2	1			2	5			2	2		14
Transportation, Storage and Communications.....			1	1	9	22	1	3	5	5	2	49
Trade.....	1				2	1		1	1	1		7
Finance.....												
Service.....			1	1	2	12			4	4		24
Unclassified.....												
Total.....	9	3	17	11	44	107	11	11	36	51	5	305*

\* Of this total 230 fatalities were reported by the various provincial Workmen's Compensation Boards and the Board of Transport Commissioners; details of the remaining 75 were obtained from other non-official sources.





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Vol. LXI, No. 2	CONTENTS	February 28, 1961
Employment Review .....		97
Collective Bargaining Review .....		103
Notes of Current Interest .....		109
House of Commons Debates of Labour Interest: A Guide ..		112
Employment in Canada in 1960 .....		114
Special Report, Unemployment Insurance Advisory Committee		122
5th Annual Convention, Quebec Federation of Labour .....		130
16th Convention, Professional Association of Industrialists ..		135
National Business Conference on Employment .....		137
Labour Legislation in the Past Decade—III .....		140
White House Conference on Aging .....		147
Vocational Training for Girls .....		148
50 Years Ago This Month .....		149
International Labour Organization:		
Social Consequences of Coal-Mining Crisis .....		150
Teamwork in Industry .....		152
Industrial Relations:		
Certification Proceedings .....		153
Conciliation Proceedings .....		155
Labour Law:		
Legal Decisions Affecting Labour .....		158
Recent Regulations under Provincial Legislation .....		163
Annual Report of U.K. Inspector of Factories .....		165
Unemployment Insurance:		
Monthly Report on Operation .....		169
Decisions of the Umpire .....		170
Labour Conditions in Federal Government Contracts .....		172
Prices and the Cost of Living .....		178
Publications Recently Received in Department's Library ....		180
Labour Statistics .....		183

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# EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

## Employment and Unemployment, January

Employment declined seasonally between December and January but continued higher than a year earlier. The month-to-month decline was 199,000; the year-to-year increase was 47,000. Unemployment rose by 165,000 during the month, and in January was 146,000 higher than a year earlier.

The labour force was 3.1 per cent higher than a year earlier, a substantially greater increase than the 0.8-per-cent increase in employment. The number of women employed increased by 101,000 over the year while the number of men employed dropped 54,000.

In the week ended January 14, the labour force was estimated at 6,396,000, which was 34,000 lower than in the preceding month but 193,000 higher than a year earlier. Employment was estimated at 5,703,000, unemployment at 693,000.

### Employment

The greater part of the December-to-January employment decline was the product of seasonal factors, and about 85 per cent of it was accounted for by men.

Construction and trade shared about equally in the decrease, and together they accounted for about 60 per cent of the net change in employment over the month. Most of the remainder was in forestry, agriculture and services. Employment declines in the trade and service industries stemmed in part from the release of temporary workers hired for the Christmas season. Forestry activities decreased a little more than is customary for this time of year. In other seasonal industries employment declined by about the usual amount.

At an estimated 5,703,000, employment in January was 47,000 higher than a year earlier. Continuing strength of the service industry outweighed decreases in the goods-producing industries. The most significant year-to-year declines were in construction and durable goods manufacturing.

Of the estimated 5,703,000 employed in January, 4,094,000 were men and 1,609,000 women. In the preceding month the figures were 5,902,000 employed, 4,246,000 men and 1,656,000 women. In January 1960, employment was 5,656,000; men, 4,148,000; women, 1,508,000.

Non-agricultural employment in January was estimated at 5,118,000, employment in agriculture at 585,000. The December-to-January employment decline in forestry was heavily concentrated in Quebec; most of the drop in agriculture took place in Ontario. The construction and trades industries released workers in all five regions.

Employment declined in all regions from December to January but only in Ontario was the January total lower than in January 1960.



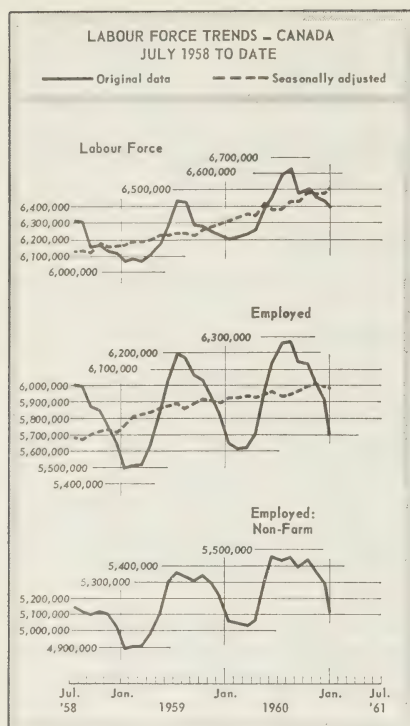
## Unemployment

Unemployment increased by 165,000 between December and January. About 87 per cent of the unemployed were men, the same proportion as in the preceding month.

The 693,000 unemployed in January included 63,000 on temporary layoff. Of the remaining 630,000 who were seeking work, 71 per cent had been unemployed for three months or less, 18 per cent for four to six months, and 11 per cent for seven months or more.

Unemployment in January was 10.8 per cent of the labour force, compared with 8.8 per cent a year earlier and 9.5 per cent in January 1959.

Of the total unemployed, almost one third had been employed in construction and about the same proportion in various service-producing industries. Most of the remaining unemployed had been employed in manufacturing and forestry.



## Regional Summaries

Employment declined seasonally in the **Atlantic** region between December and January; construction and retail trade accounted for most of the decrease. Operations in the coal mining industry continued to be sporadic, three of the collieries in the Sydney area being closed for part of the month. Workers were being re-hired during the month for log-hauling in Newfoundland, but there were offsetting decreases in forestry employment in New Brunswick, where hauling operations were nearing completion. Shipbuilding activity increased between December and January while iron and steel plants registered partly offsetting employment declines.

The region's labour force was estimated at 565,000 in January, a decrease of 13,000 from the December estimate of 578,000 but an increase of 24,000 from the January 1960 estimate.

Employment was estimated at 481,000, a drop of 28,000 from December but a gain of 18,000 from January 1960. Unemployment totalled 84,000, slightly higher than the year-earlier figure and 15,000 higher than the total in December.

Non-farm employment in the region in January was 434,000, down 25,000 from December; but it was 3.8 per cent (16,000) higher than a year earlier, largely as a result of expansion of the service-producing industries. Employment in shipbuilding, iron and steel, and pulp and paper manufacturing was considerably higher than a year earlier but the construction and transportation industries were operating at lower levels.

Unemployment in January rose to 14.9 per cent of the labour force. In January last year it amounted to 14.4 per cent of the labour force.

Employment in **Quebec** declined more than seasonally between December and January. Virtually all of the decline occurred in non-agricultural industries as cold weather sharply reduced construction activities.

Manufacturing employment continued to decrease, primarily because of declines in iron and steel products, transportation equipment and electrical apparatus. Production and employment in structural steel and aircraft and parts, however, remained high. Food processing declined seasonally. Residential and municipal construction continued at a high level for this time of year. In forestry, considerable re-hiring took place as log-hauling operations got under way, after an employment decline in the first half of the month.

The region's labour force contracted from an estimated 1,805,000 in December to an estimated 1,793,000 in January but was 55,000 larger than in January 1960. Employment was estimated at 1,544,000, down 78,000 from the December estimate but up slightly from the year-earlier figure. Non-agricultural employment increased fractionally over the year as increases in service-producing industries more than offset a decline in manufacturing. The Municipal Winter Works Incentive Program and residential construction also contributed to the maintenance of employment at a level above last year's. The continuing year-to-year decline in manufacturing was due mainly to weaknesses in the capital-goods industries.

Unemployment, at an estimated 249,000 in January, amounted to 13.9 per cent of the labour force compared with 11.5 per cent a year earlier.

Employment in the **Ontario** region decreased 52,000 between December and January. This larger-than-usual decrease occurred mainly among men. Employment was reduced in the construction industry as cold weather slowed down work on many projects. As is usual at this time of year, many women were released from retail trade after the Christmas rush, and seasonal layoffs occurred in distilleries and breweries. There were also some layoffs in rubber and textile plants and in the secondary iron and steel industry.

In primary steel plants employment was fairly stable, though somewhat lower than a year earlier. In automobile and parts plants, and in tobacco and food processing, employment continued at high levels; in the aircraft industry it remained higher than a year ago. Of the industries in which employment and production had dropped greatly in recent months, shipyards and the manufacture of agricultural implements and locomotives showed some improvement. Reduced employment levels persisted, however, in the manufacture of earth-moving equipment and heavy electrical goods.

In forestry, favourable weather permitted hauling operations to get into full swing and some cutting to be continued. Apart from the gradual shutdown of uranium mines, activity in mining continued steady.

The labour force in region was 55,000 larger than in January 1960; employment was 4,000 less and unemployment 59,000 more than a year earlier. The number of men employed was lower than a year earlier, particularly in agriculture, construction and durable goods manufacturing. In the year, the number of women employed increased substantially, mainly in the rapidly expanding service industry.

Unemployment in the region increased some 49,000 during the month, to 202,000. This represented 8.5 per cent of the labour force compared with 6.2 per cent a year earlier.

In the **Prairie** region, the seasonal decline in employment continued. In spite of generally mild weather, which made possible a high level of outdoor work for this time of year, building activity nevertheless contracted sharply and a large number of carpenters and other construction workers were laid off. The work force was reduced in a number of coal mines several weeks earlier than usual because of the mild weather. Employment in trade fell off seasonally. Some weakness was apparent in manufacturing, mainly in packing plants and in iron and steel plants other than those producing large-diameter pipe. In agriculture, services and mining, employment remained fairly steady.

The labour force in the region, estimated at 1,086,000 in January, was only slightly smaller than in December but 37,000 larger than a year ago. Employment in January, at 1,005,000, was 22,000 higher than in January 1960. It was lower than a year earlier in almost all goods-producing industries except agriculture; the greatest decrease was in construction. Year-to-year increases in trade, services and public utilities employment, however, offset these losses.

Unemployment continued to increase. At 81,000, it represented 7.5 per cent of the labour force in January compared with 6.3 per cent in the first month of 1960.

Employment continued to decline in the **Pacific** region from December to January but the change was somewhat less than in most recent years. In spite of heavy rains, conditions in the woods were generally favourable for logging and lumbering, and considerable numbers of workers were re-hired. The usual seasonal employment reductions occurred in construction and trade, and much of the fishing fleet was tied up for the winter. Employment levels remained high in water transportation and held steady in mining and smelting. Little change occurred in agriculture.

The region's labour force was unchanged at 580,000 between December and January; this estimate was 22,000 higher than in January 1960. Employment, at an estimated 503,000, was down from the 517,000 in December but up from the 498,000 in January 1960. Some increases from a year earlier in farm and services employment offset declines in construction that resulted from a heavy fall-out in housebuilding. In manufacturing, most iron and steel products establishments employed fewer workers than a year earlier, but pulp and paper mills and manufacturers of other paper products showed substantial gains. In transportation, railway employment in January was a little lower than last year but the number working on the waterfront and in other jobs associated with the deep-sea shipping industry was higher.

Unemployment was 13.3 per cent of the labour force in January, 10.8 per cent in January 1960.

#### LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	January 1961	January 1960	January 1961	January 1960	January 1961	January 1960
Metropolitan.....	11	10	1	2		
Major Industrial.....	21	18	5	8		
Major Agricultural.....	11	8	3	6		
Minor.....	49	46	8	11	1	1
Total.....	92	82	17	27	1	1



## CLASSIFICATION OF LABOUR MARKET AREAS—JANUARY 1961

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	Calgary Edmonton HALIFAX ← Hamilton Montreal Quebec-Levis St. John's TORONTO ← Vancouver-New Westminster Windsor-Leamington Winnipeg	Ottawa-Hull		
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non-agricultural activity)	Brantford Corner Brook Cornwall Farnham-Granby GUELPH ← Fort William-Port Arthur Joliette KITCHENER ← Lac St. Jean Moncton New Glasgow Niagara Peninsula OSHAWA ← Peterborough Rouyn-Val d'Or Sarnia Shawinigan Sherbrooke Sydney TIMMINS-KIRKLAND LAKE ← Trois Rivières	Kingston London Saint John Sudbury Victoria		
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 40 per cent or more agricultural)	Barrie BRANDON ← Charlottetown CHATHAM ← LETHBRIDGE ← Prince Albert RED DEER ← Rivière du Loup SASKATOON ← Thetford-Megantic-St. Georges Yorkton	Moose Jaw North Battleford Regina		
<b>MINOR AREAS</b> (labour force 10,000-25,000)	Bathurst Beauharnois BELLEVILLE- TRENTON ← Bracebridge BRAMPTON ← Bridgewater Campbellton CENTRAL VANCOUVER ISLAND ← Chilliwack Cranbrook Dauphin DAWSON CREEK ← Drummondville Edmundston FREDERICTON ← Gasper GODERICH ← Grand Falls Kentville LACHUTE-STE. THERESE ← LINDSAY ← LISTOWEL ← Montmagny Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George-Quesnel Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jerome	DRUMHELLER ← Galt Kamloops Medicine Hat St. Thomas Stratford Swift Current Woodstock- Tillsonburg  Group 1 Concluded ST. HYACINTHE ← ST. JEAN ← St. Stephen Sault Ste. Marie SIMCOE ← Sorel Summerside TRAIL-NELSON ← Truro Valleyfield Victoriaville WALKERTON ← WEYBURN ← Woodstock Yarmouth	Kitimat	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 933, September 1950 issue.

# Current Labour Statistics

(Latest available statistics as of February 17, 1961)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).... (in thousands)	Jan. 14	6,396	— 0.5	+ 3.1
Employed..... (in thousands)	Jan. 14	5,703	— 3.4	+ 0.8
Agriculture..... (in thousands)	Jan. 14	585	— 4.1	— 1.4
Non-agriculture..... (in thousands)	Jan. 14	5,118	— 3.3	+ 1.1
Paid Workers..... (in thousands)	Jan. 14	4,654	— 3.7	+ 1.0
At work 35 hours or more.... (in thousands)	Jan. 14	N.A.	N.A.	N.A.
At work less than 35 hours.... (in thousands)	Jan. 14	N.A.	N.A.	N.A.
Employed but not at work... (in thousands)	Jan. 14	N.A.	N.A.	N.A.
Unemployed..... (in thousands)	Jan. 14	693	+ 31.3	+ 26.7
Atlantic..... (in thousands)	Jan. 14	84	+ 21.7	+ 7.7
Quebec..... (in thousands)	Jan. 14	249	+ 36.1	+ 24.5
Ontario..... (in thousands)	Jan. 14	202	+ 32.0	+ 41.3
Prairie..... (in thousands)	Jan. 14	81	+ 35.0	+ 22.7
Pacific..... (in thousands)	Jan. 14	77	+ 22.2	+ 28.3
Without work and seeking work (in thousands)	Jan. 14	630	+ 28.8	+ 25.0
On temporary layoff up to 30 days..... (in thousands)	Jan. 14	63	+ 61.5	+ 46.5
Industrial employment (1949=100).....	November	119.8	— 1.4	— 1.7
Manufacturing employment (1949=100).....	November	108.2	— 1.3	— 2.2
Immigration.....	Year 1960	104,111	—	— 2.6
Destined to the labour force.....	Year 1960	53,573	—	— 0.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	January	21	— 27.6	+ 5.0
No. of workers involved.....	January	2,346	+ 24.1	— 33.6
Duration in man days.....	January	28,140	— 7.1	— 51.9
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.)..	November	\$76.43	— 0.2	+ 3.0
Average hourly earnings (mfg.).....	November	\$ 1.79	+ 0.6	+ 2.9
Average hours worked per week (mfg.).....	November	40.6	— 0.3	— 0.7
Average weekly wages (mfg.).....	November	\$79.14	+ 0.2	+ 3.0
Consumer price index (1949=100).....	January	129.2	— 0.3	+ 1.3
Index numbers of weekly wages in 1949 dollars (1949=100).....	November	134.6	+ 0.2	+ 1.1
Total labour income..... \$000,000	November	1,556	— 1.7	+ 3.0
<i>Industrial Production</i>				
Total (average 1949=100).....	December	160.1	— 6.7	— 1.5
Manufacturing.....	December	140.0	— 8.6	— 2.2
Durables.....	December	134.8	— 6.8	— 5.5
Non-durables.....	December	144.5	— 9.9	+ 0.6

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 983, September 1960 issue.

# COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

Following passage of the Railway Operation Continuation Act last December there had been no evidence of any progress toward settlement of the dispute between the **railways** and the **non-operating unions**. In response to an appeal by the Prime Minister for a resumption of negotiations, the parties met in Montreal in mid-February, but very little was accomplished. The unions restated their position that the settlement should be based on the conciliation board's recommendations for a 14-cent-an-hour increase; the companies continued to maintain that it was financially impossible for them to meet this demand.

Closely linked with this dispute was the settlement between **Eastern Canada Stevedoring** and the **Railway Clerks**. The new agreement between these parties specifies that it would incorporate the same terms regarding wages, vacations and duration of agreement as those that will eventually be agreed upon by the railways and the non-operating unions.

Less than three months after signing a new agreement with the **Winnipeg Cloak Manufacturers' Association** that bound 800 employees to existing wage rates for another two years, the **International Ladies' Garment Workers' Union** reopened negotiations and worked out a new agreement that reduced the contract term to one year and increased the bonus on earnings by  $3\frac{1}{2}$  per cent. Last October, when the union sought to open negotiations for a collective agreement, it was confronted with a letter written by the former manager of the union's Winnipeg local. The letter, written without the knowledge of the International executive or the local membership and filed with the employers' group sometime before the manager's sudden death last June, approved a two-year wage freeze for the Winnipeg garment workers. Evidently it was the manager's belief that lower wage rates in Winnipeg would create a competitive advantage for the local garment industry and that the resultant increase in business would avert layoffs. The union originally agreed to honour this letter and signed an agreement accordingly. However, after a review of the matter by International President David Dubinsky, the letter was ruled invalid on the ground that it had not been approved by the membership. In the new negotiations that followed, a one-year agree-

ment was signed. It provides for the continuation of the  $37\frac{1}{2}$ -hour work week, and a wage increase in the form of an additional  $3\frac{1}{2}$ -per-cent bonus on regular earnings.

The first step toward opening negotiations for the renewal of the one-year agreement between the **Ontario Hydro Electric Power Commission** and the **National Union of Public Service Employees** was taken at the end of January when the parties exchanged bargaining agendas. The 9,500-member union submitted a 69-item agenda, which was countered by 40 items from the Commission. The union proposed that the one-year agreement provide a general wage increase of 6 per cent for tradesmen, operators and weekly salaried employees, as well as special increases for workers at the new nuclear generating plant at Rolphton, Ont. Other items requested included improved vacation allowances and amendments to the pension plan and other fringe benefits. The Commission's agenda reportedly did not include a wage offer. It proposed dropping operators into a lower classification, changing the grievance procedure and changing the seniority clause to have seniority applied only when abilities were equal.

## Major Settlements in 1960

Appearing on next page are two tables, one showing the wage settlements in agreements signed during the last six months of 1960, and the second showing wage settlements during the entire year. A total of 173 major collective agreements covering approximately 268,000 workers were negotiated and signed in Canada during 1960. Slightly more than 60 per cent of these agreements were for terms of approximately two to three years, with the two-year settlements predominating.

One half of the major collective agreements signed during 1960 covered 115,000 workers employed in the manufacturing sector of the economy. The largest number of these settlements was in the paper products industry, where 18 major agreements were signed with various pulp and paper firms across the country. Three of these agreements, signed for a one-year term and covering more than 6,000 paper mill employees in British Columbia, provided increases in the base rates in the range from 5 to 9.9 cents an hour. Most of the



## WAGE SETTLEMENTS DURING THE SECOND HALF OF 1960

Collective agreements covering 500 or more workers concluded between July 1 and December 31, 1960, excluding agreements in the construction industry and agreements with wage terms in piece rates only.

Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
0.....	2	1,250	.....	.....	1	1,400	.....	.....	.....	.....
0.1—4.9.....	2	15,000	.....	.....	.....	.....	.....	.....	.....	.....
5.0—9.9.....	20	51,540	.....	.....	9	12,830	.....	.....	.....	.....
10.0—14.9.....	1	540	.....	.....	11	15,450	2	1,120	3	3,250
15.0—19.9.....	6	7,100	1	950	9	12,360	.....	.....	2	1,180
20.0—24.9.....	1	2,500	.....	.....	4	8,390	.....	.....	2	2,650
25.0—29.9.....	.....	.....	.....	.....	.....	.....	.....	.....	2	12,900
30.0 and over.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total.....	32	77,930	1	950	34	50,430	2	1,120	9	19,980

\*Wage increases shown relate to base rates only. Data on employees covered are approximate and relate to all workers covered by the agreement.

remaining agreements in the industry were signed with paper companies in eastern Canada and provided increases in the base rates in the range from 15 to 19.9 cents an hour over the one-year term. More than 12,000 workers were affected by seven major settlements in the textile products industry. Nearly all these agreements provided wage increases in the range from 10 to 14.9 cents an hour over a two-year period. Also in manufacturing, approximately 18,500 clothing workers were affected by settlements signed during the year. Some of these settlements provided for a gradual reduction in the work week to 36 hours, as well as a wage increase. One agreement in the clothing industry, affecting 1,400 workers, extended existing terms without change.

The service industry sector ranked second to manufacturing in the number of new major agreements signed during 1960. Of 23 such agreements, 17 provided wage increases for nearly 33,000 provincial and municipal employees and 5 raised the wage rates for 42,000 non-professional workers in various hospitals across Canada.

There were 12 collective agreements signed during the year that affected approximately 41,000 workers in the communication industry. More than half of these workers were employees of the Bell Telephone Company, who received increases ranging from 1 to 9 cents an hour in the four contracts covering the various categories of workers.

In the mining industry, 18,000 workers were covered by the 16 major agreements signed during the year. For two thirds of these settlements, wage increases in the range from 5 to 9.9 cents an hour over a two-year term were granted to some 9,000 workers in asbestos, uranium and copper mines. In Alberta, 2,000 coal miners were given increases ranging from 10 to 14.7 cents an hour over two years. The Maritime coal miners, however, were still negotiating for a new agreement to replace the one that terminated in December 1959. Consequently, about 7,000 coal miners were working under the terms of the 1959 agreement that had been extended on a month-to-month basis over the past year.

## WAGE SETTLEMENTS DURING 1960

Collective agreements covering 500 or more workers concluded between January 1 and December 31, 1960, excluding agreements in the construction industry and agreements with wage terms in piece rates only.

Total Wage Increase in Cents per Hour*	Term of Agreement in Months									
	Under 15		15-20		21-26		27-32		33 and over	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
0.....	6	3,800	.....	.....	1	1,400	.....	.....	.....	.....
0.1—4.9.....	6	18,520	.....	.....	.....	.....	.....	.....	.....	.....
5.0—9.9.....	32	62,690	1	1,900	27	29,560	.....	.....	.....	750
10.0—14.9.....	3	3,540	.....	.....	31	46,520	2	1,120	5	4,550
15.0—19.9.....	14	20,760	1	950	18	28,930	.....	.....	4	2,850
20.0—24.9.....	1	2,500	.....	.....	8	12,270	1	2,180	5	5,870
25.0—29.9.....	.....	.....	.....	.....	.....	.....	.....	.....	1	2,000
30.0 and over.....	.....	.....	.....	.....	1	700	.....	.....	4	14,280
Total.....	62	111,810	2	2,850	86	119,380	3	3,300	20	30,300

\*Wage increases shown relate to base rates only. Data on employees covered are approximate and relate to all workers covered by the agreement.

## Collective Bargaining Scene

Agreements covering 500 or more workers,  
excluding those in the construction industry

### Part I—Agreements Expiring During February, March and April (except those under negotiation in January)

Company and Location	Union
Abitibi Paper, Iroquois Falls, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Abitibi Paper, Sault Ste. Marie, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Anglo-Cdn. Paper, Forestville, Que. ....	Carpenters (AFL-CIO/CLC)
Anglo-Cdn. Paper, Quebec, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Atomic Energy of Can., Chalk River, Ont. ....	Atomic Energy Allied Council (AFL-CIO/CLC)
Bowater's Mersey Paper, Liverpool, N.S. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Can. Iron Foundries, Three Rivers, Que. ....	Moulders (AFL-CIO/CLC)
C.B.C., company-wide .....	Radio & T.V. Empl. (ARTEC) (Ind.)
C.N.R. Atlantic & Central regions .....	Locomotive Engineers (Ind.)
C.N.R. Atlantic & Central regions .....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.N.R. Prairie & Pacific regions .....	Locomotive Engineers (Ind.)
C.N.R. Prairie & Pacific regions .....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R. Prairie & Pacific regions .....	Trainmen (AFL-CIO/CLC)
Cdn. General Electric, Montreal & Quebec, Que. ....	I.U.E. (AFL-CIO/CLC)
Cdn. International Paper, N.B., Que. & Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Oper. Engineers (AFL-CIO)
Collingwood Shipyards, Collingwood, Ont. ....	CLC-chartered local
Consolidated Paper, Grand'Mere, Que. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dom. Engineering Works, Lachine, Que. ....	Machinists (AFL-CIO/CLC)
Dunlop Canada, Toronto, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Dunlop Canada, Whitby, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Fisheries Assoc., B.C. ....	Native Brotherhood (Ind.) (cannery wkrs.)
Fisheries Assoc., B.C. ....	United Fishermen (Ind.) (cannery wkrs.)
Fisheries Assoc., B.C. ....	United Fishermen (Ind.) (tendermen)
Great Lakes Paper, Fort William, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Halifax City, N.S. ....	Public Empl. (CLC) (inside wkrs.)
Hamilton City, Ont. ....	Public Empl. (CLC) (office wkrs.)
Hamilton City, Ont. ....	Public Service Empl. (CLC) (outside wkrs.)
Howard Smith Paper, Cornwall, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Hudson Bay Mining, Flin Flon, Man. ....	CLC-chartered local, Machinists (AFL-CIO/CLC) & others
Kellogg Company, London, Ont. ....	Millers (AFL-CIO/CLC)
Kimberley-Clark Paper, Terrace Bay, Ont. ....	I.B.E.W. (AFL-CIO/CLC), & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que. ....	Tobacco Wkrs. (AFL-CIO/CLC)
Marathon Corp. of Can., Marathon, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
New Brunswick Power Commission, province-wide .....	I.B.E.W. (AFL-CIO/CLC)
Ontario Hydro, company-wide .....	Public Service Empl. (CLC)
Ontario Paper, Thorold, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Price Bros., Kenogami & Riverbend, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Province of Saskatchewan .....	Sask. Civil Service (CLC) (labour services)
Provincial Paper, Thorold, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Que. North Shore Paper, Baie Comeau, Que. ....	Paper Makers (AFL-CIO/CLC)
	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que. ....	I.U.E. (AFL-CIO/CLC)
St. Lawrence Corp., Red Rock, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others

Company and Location	Union
St. Lawrence Corp., Three Rivers, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Sangamo Company, Leaside, Ont. ....	Machinists (AFL-CIO/CLC)
Silverwood Dairies, Toronto, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
Spruce Falls & Kimberley-Clark, Kapuskasing, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
T.C.A., company-wide .....	Air Line Pilots (Ind.)

## Part II—Negotiations in Progress During January

### Bargaining

Company and Location	Union
Acme, Borden's & other dairies, Toronto, Ont. ....	Teamsters (Ind.)
Assoc. des Marchands Détaillants (Produits Alimentaires), Quebec, Que. ....	Commerce Empl. Federation (CNTU)
Association Patronale du Commerce, (Hardware), Quebec, Que. ....	Commerce Empl. Federation (CNTU)
Auto dealers (various), Vancouver, B.C. ....	Machinists (AFL-CIO/CLC)
B.A. Oil, Clarkson, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Babcock-Wilcox & Goldie McCulloch, Galt, Ont. ....	Nat. Council of Cdn. Labour (Ind.)
Beatty Bros., Fergus, Ont. ....	Steelworkers (AFL-CIO/CLC)
Calgary Power, Calgary, Alta. ....	Empl. Assoc. (Ind.)
Cdn. Vickers (Engineering Div.), Montreal, Que. ....	Boilermakers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) & others
Canadian Vickers, Montreal, Que. ....	Metal Trades' Federation (CNTU)
Can. Steamship Lines, Ont. & Que. ....	Railway Clerks (AFL-CIO/CLC)
C.B.C., company-wide .....	Broadcast Empl. (AFL-CIO/CLC)
Cdn. Tube & Steel, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Cdn. Westinghouse, Hamilton, Ont. ....	U.E. (Ind.)
C.P.R. Atlantic & Central regions .....	Locomotive Engineers (Ind.)
C.P.R. Prairie & Pacific regions .....	Locomotive Engineers (Ind.)
C.P.R., company-wide .....	Trainmen (AFL-CIO/CLC) (dining car staff)
Dominion Coal, Sydney, N.S. ....	Mine Wkrs. (Ind.)
Dominion Glass, Wallaceburg, Ont. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Rubber (Rubber Div.), St. Jerome, Que. ....	CLC-chartered local
Dosco Fabrication Divs., Trenton, N.S. ....	Steelworkers (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont. ....	Carpenters (AFL-CIO/CLC)
DuPont of Can., Kingston, Ont. ....	Mine Wkrs. (Ind.)
Dupuis Frères, Montreal, Que. ....	Commerce Empl. Federation (CNTU)
Edmonton City, Alta. ....	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta. ....	Public Empl. (CLC) (outside wkrs.)
Employing Printers' Assoc., Montreal, Que. ....	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assoc., Montreal, Que. ....	Printing Pressmen (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S. ....	Machinists (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Food stores (various), Winnipeg, Man. ....	Retail Clerks (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Hamilton General Hospital, Hamilton, Ont. ....	Public Empl. (CLC)
H. J. Heinz, Leamington, Ont. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Hollinger Mines, Timmins, Ont. ....	Steelworkers (AFL-CIO/CLC)
Lakehead Term. Elevators Assoc., Fort William, Ont. ....	Railway Clerks (AFL-CIO/CLC)
Marine Industries, Sorel, Que. ....	Metal Trades' Federation (CNTU)
McIntyre Porcupine Mines, Schumaker, Ont. ....	Steelworkers (AFL-CIO/CLC)
Miner Rubber, Granby, Que. ....	Rubber Wkrs. (AFL-CIO/CLC)
Moirs Limited, Halifax, N.S. ....	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Montreal City, Que. ....	Public Service Empl. (CLC) (manual wkrs.)
Northern Electric, Belleville, Ont. ....	Empl. Assoc. (Ind.) (plant wkrs.)
Northern Electric, Montreal, Que. ....	Empl. Assoc. (Ind.) (phone installers & plant wkrs.)
Northern Electric, Montreal, Que. ....	Office Empl. Assoc. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S. ....	Mine Wkrs. (Ind.)
Prov. Hospitals, Weyburn, North Battleford, Moose Jaw, Sask. ....	Public Service Empl. (CLC) & CLC-chartered local
Quebec City, Que. ....	Municipal and School Empl. (Ind.) (inside wkrs.)
Que. North Shore Paper, Baie Comeau, Franklin, Shelter Bay, Que. ....	Carpenters (AFL-CIO/CLC)
Rock City Tobacco, Quebec, Que. ....	Tobacco Wkrs. (AFL-CIO/CLC)



## Company and Location

St. Boniface General Hospital, St. Boniface, Man.  
Saguenay Terminals, Port Alfred, Que. ....  
Sask. Govt. Telephone, province-wide  
Scarborough Township, Ont. ....  
Shipping Federation of Can., Halifax, N.S., Saint  
John, N.B., Quebec, Montreal, Three Rivers,  
Que. ....  
Singer Manufacturing, St. Jean, Que. ....  
Toronto General Hospital, Toronto, Ont. ....  
Toronto Telegram, Toronto, Ont. ....  
Vancouver City, B.C. ....  
Vancouver City, B.C. ....  
Vancouver City, B.C. ....  
Vancouver Police Commissioners Bd., B.C. ....  
Winnipeg City, Man. ....  
Winnipeg City, Man. ....

## Union

Empl. Union of Hospital Inst. (Ind.)  
Metal Trades' Federation (CNTU)  
Communications Wkrs. (AFL-CIO/CLC)  
Public Empl. (CLC) (outside wkrs.)  
I.L.A. (CLC)  
Steelworkers (AFL-CIO/CLC)  
Building Service Empl. (AFL-CIO/CLC)  
Newspaper Guild (AFL-CIO/CLC)  
Civic Empl. (Ind.) (outside wkrs.)  
Fire Fighters (AFL-CIO/CLC)  
Public Empl. (CLC) (inside wkrs.)  
B.C. Peace Officers (CLC)  
Fire Fighters (AFL-CIO/CLC)  
Public Service Empl. (CLC)

## Conciliation Officer

Aluminum Co., Ile Maligne, Que. ....  
Aluminum Co., Kingston, Ont. ....  
Aluminum Co., Shawinigan, Que. ....  
Association Patronale des Mfrs. de Chaussures,  
Quebec, Que. ....  
B.C. Hotels Assoc., New Westminster, Burnaby,  
Fraser Valley, B.C. ....  
B.C. Hotels Assoc., Vancouver, B.C. ....  
Calgary City, Alta. ....  
Calgary City, Alta. ....  
Cdn. Car & Foundry, Montreal, Que. ....  
Cdn. General Electric, Toronto, Peterborough &  
Guelph, Ont. ....  
Cdn. Lithographers Assoc., eastern Canada ....  
Consolidated Paper, Cap de la Madeleine &  
Three Rivers, Que. ....  
Consolidated Paper, Ste-Anne de Portneuf, Que.  
G. T. Davie & Sons, Lauzon, Que. ....  
Davie Shipbuilding, Lauzon, Que. ....  
Fittings Limited, Oshawa, Ont. ....  
Hospital Hotel-Dieu, Montreal, Que. ....  
Hospitals (six), Montreal & district, Que. ....  
Imperial Tobacco & subsidiaries, Ont. & Que. ....  
Marathon Corp., Port Arthur, Ont. ....  
Outboard Marine, Peterborough, Ont. ....  
Rowntree Co., Toronto, Ont. ....  
St. Lawrence Seaway Authority ....  
Toronto Western Hospital, Toronto, Ont. ....

Metal Trades' Federation (CNTU)  
Steelworkers (AFL-CIO/CLC)  
Metal Trades' Federation (CNTU)  
Leather & Shoe Wkrs. Federation (CNTU)  
Hotel Empl. (AFL-CIO/CLC)  
Hotel Empl. (AFL-CIO/CLC) (beverage dis-  
pensers)  
Public Empl. (CLC) (clerical empl.)  
Public Empl. (CLC) (outside wkrs.)  
Railway Carmen (AFL-CIO/CLC)  
U.E. (Ind.)  
Lithographers (CLC)  
Paper Makers (AFL-CIO/CLC) Pulp & Paper  
Mill Wkrs. (AFL-CIO/CLC)  
Pulp & Paper Wkrs. Federation (CNTU)  
Metal Trades' Federation (CNTU)  
Metal Trades' Federation (CNTU)  
Steelworkers (AFL-CIO/CLC)  
Service Empl. Federation (CNTU)  
Service Empl. Federation (CNTU)  
Tobacco Wkrs. (AFL-CIO/CLC)  
Carpenters (AFL-CIO/CLC)  
Steelworkers (AFL-CIO/CLC)  
Retail, Wholesale Empl. (AFL-CIO/CLC)  
Railway, Transport and General Wkrs. (CLC)  
Building Service Empl. (AFL-CIO/CLC)

## Conciliation Board

Aluminum Co., Arvida, Que. ....  
Canada Paper, Windsor Mills, Que. ....  
Cdn. British Aluminum, Baie Comeau, Que. ....  
Canadian Car, Fort William, Ont. ....  
Dom. Oilcloth & Linoleum, Montreal, Que. ....  
Goodyear Cotton, St. Hyacinthe, Que. ....  
Halifax Shipyards (Dosco), Halifax & Dart-  
mouth, N.S. ....  
Hotel Royal York (CPR), Toronto, Ont. ....  
K.V.P. Company, Espanola, Ont. ....  
Page-Hersey Tubes, Welland, Ont. ....  
St. Lawrence Corp., East Angus, Que. ....  
T.C.A., company-wide ....

Metal Trades' Federation (CNTU)  
Pulp & Paper Wkrs. Federation (CNTU)  
Metal Trades' Federation (CNTU)  
Auto Wkrs. (AFL-CIO/CLC)  
CNTU-chartered local  
Textile Federation (CNTU)  
Marine Wkrs. (CLC)  
Hotel Empl. (AFL-CIO/CLC)  
Carpenters (AFL-CIO/CLC)  
U.E. (Ind.)  
Pulp & Paper Wkrs. Federation (CNTU)  
Air Line Flight Attendants (CLC)

## Post-Conciliation Bargaining

C.B.C., company-wide ....  
C.N.R., C.P.R., other railways ....  
Hotel Mount Royal, Montreal, Que. ....  
Northern Interior Lumbermen's Assoc., B.C. ....

Moving Picture Machine Operators (AFL-  
CIO/CLC)  
15 unions (non-operating empl.)  
Hotel Empl. (AFL-CIO/CLC)  
Woodworkers (AFL-CIO/CLC)

## Arbitration

Quebec City, Que. .... Municipal & School Empl. (Ind.) (outside wksr.)

## Work Stoppage

\*Shipbuilders (various), Vancouver & Victoria,  
B.C. .... Shipyard Wkrs. (CLC)

\* Strike called at Burrard Drydock, Vancouver, only; Yarrows & Victoria Machinery in Victoria continued negotiations.

## Part III—Settlements Reached During January

(A summary of the major terms on the basis of information immediately available. Figures for the number of workers covered are approximate.)

ABITIBI POWER & PAPER, PORT ARTHUR, ONT.—CARPENTERS (AFL-CIO/CLC): 2-yr. agreement covering 2,000 empl.—increases for hourly rated empl. of 7¢-an-hr. retroactive to Sept. 1, 1960, plus 5¢ eff. March 1, 1961; increases for piece-rate wksr. of 2% retroactive to Sept. 1, 1960 plus 1% eff. March 1, 1961; on Sept. 1, 1961 work wk. to be reduced from 48 hrs. to 44 hrs. with 60% of pay maintenance.

C.I.L. (AMMUNITION DIV.), BROWNSBURG, QUE.—MINE WKRS. (IND.): 2-yr. agreement covering 650 empl.—3% increase eff. Jan. 12, 1961; an additional 5¢-an-hr. eff. Jan. 12, 1962.

LADIES' CLOAK & SUIT MFRS., ASSOC., WINNIPEG, MAN.—LADIES' GARMENT WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 800 empl.—3½% increase eff. Jan. 31, 1961; work wk. reduced to 37½ hrs. eff. Dec. 1, 1960.

DRYDEN PAPER, DRYDEN, ONT.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 750 empl.—base rates increased 6¢ an hr. retroactive to June 1, 1960; an additional 5¢-an-hr. retroactive to Dec. 1, 1960 plus 5¢ eff. Jan. 1, 1961; 3 wks. vacation after 12 yrs. of service (previously 3 wks. after 15 yrs.); increased company contribution to hospitalization fund; provisions for bereavement leave.

EASTERN CAN. STEVEDORING, HALIFAX, N.S.—RAILWAY CLERKS (AFL-CIO/CLC): new agreement covering 800 empl.—terms of settlement finally agreed to between non-operating unions and the railways regarding wages, vacations and duration of agreement will be applied to this agreement; effective dates of changes in wages and vacations will be same as the non-operating settlement; a contributory pension plan introduced eff. Jan. 1, 1961 and will be considered as a non-negotiable item.

GREAT LAKES PAPER, FORT WILLIAM, ONT.—CARPENTERS (AFL-CIO/CLC): 2-yr. agreement covering 1,000 empl.—7¢ an hr. retroactive to Sept. 1, 1960 plus 5¢ an hr. eff. March 1, 1961 for hourly rated empl.; 2% retroactive to Sept. 1, 1960, plus an additional 1% eff. March 1, 1961 for piece-rate empl.; on Sept. 1, 1961 work wk. will be reduced from 48 hrs. to 44 hrs. with 60% of pay maintenance.

KIMBERLEY-CLARK & SPRUCE FALLS PAPER, KAPUSKASING & LONGLAC, ONT.—CARPENTERS (AFL-CIO/CLC): 2-yr. agreement covering 1,940 empl.—7¢ an hr. retroactive to Sept. 1, 1960, plus 5¢ an hr. eff. March 1, 1961 for hourly rated empl.; 2% retroactive to Sept. 1, 1960, plus 1% eff. March 1, 1961 for piece-rate empl.; on Sept. 1, 1961 work wk. will be reduced from 48 hrs. to 44 hrs. with 60% of pay maintenance.

MONTREAL CITY, QUE.—CNTU-CHARTERED LOCAL (OFFICE WKRS.): 2-yr. agreement covering 4,000 empl.—9% increase retroactive to Dec. 1, 1960 plus an additional 3% eff. Dec. 1, 1961; the 15-day annual sick leave entitlement to become cumulative without ceiling and payable in its entirety when the empl. leaves; bereavement leave abolished but empl. may use sick leave credit in cases of death or marriage in family.

MONTREAL CITY, QUE.—FIRE FIGHTERS (AFL-CIO/CLC): 2-yr. agreement covering 1,850 empl.—annual salaries increased by \$100 retroactive to Dec. 1, 1960; an additional \$50-a-yr. increase eff. Dec. 1, 1961 and a further \$50 increase eff. May 1, 1962; work wk. reduced from 56 hrs. to 42 hrs. eff. at the termination of the agreement, Nov. 30, 1962; 4 wks. vacation after 25 yrs. of service (previously no provision for 4 wks. vacation); a \$2,000 life insurance policy to be paid by the city; service pay similar to that provided for city policemen.

NORTHERN FOREST PRODUCTS, PORT ARTHUR, ONT.—CARPENTERS (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—increases for hourly rated empl. of 7¢ an hr. retroactive to Sept. 1, 1960 plus 5¢ an hr. eff. March 1, 1961; increases for piece-rate wksr. of 2% retroactive to Sept. 1, 1960 plus 1% eff. March 1, 1961; on Sept. 1, 1961 work wk. to be reduced from 48 hrs. to 44 hrs. with 60% of pay maintenance.

ST. LAWRENCE CORP., NIPIGON, ONT.—CARPENTERS (AFL-CIO/CLC): 2-yr. agreement covering 800 empl.—increases for hourly rated empl. of 7¢ an hr. retroactive to Sept. 1, 1960 plus 5¢ an hr. eff. March 1, 1961; increases for piece-rate wksr. of 2% retroactive to Sept. 1, 1960 plus 1% eff. March 1, 1961; on Sept. 1, 1961 work wk. to be reduced from 48 hrs. to 44 hrs. with 60% of pay maintenance.

SHIPBUILDERS (VARIOUS), VANCOUVER & VICTORIA, B.C.—VARIOUS UNIONS: 3-yr. agreement covering 500 empl.—4¢-an-hr. increase eff. Jan. 15, 1961, an additional 4¢ an hr. Jan. 1, 1962 and a further 4¢ an hr. eff. Jan. 1, 1963; this agreement was accepted by 7 of the 17 unions that bargained jointly; the other 10, representing 200 workers, continued bargaining.

## NOTES OF CURRENT INTEREST

### Immigration, Housing, Exports and Imports in 1960

**Immigration**—The number of immigrants to Canada during 1960 was slightly smaller than in the previous year, the Department of Citizenship and Immigration has announced. There were 104,111 immigrants in 1960, compared with 106,928 in 1959.

In the analysis by occupational group, the largest number of immigrants in 1960, as in the previous year, came under the classification, manufacturing, mechanical and construction, the total being 13,551. The other large groups were: service, 8,763; labourers, 7,482; professional, 7,436; clerical, 5,860; agricultural, 5,321; and commercial, 2,008.

A little more than half the immigrants, 54,491, went to Ontario. Quebec got 23,774 and British Columbia 10,120. Alberta and Manitoba got 6,949 and 4,337 respectively.

Italians again made up the largest racial group with 21,308, while British immigrants came second with 20,853.

**Housing**—Starts and completions of new dwelling units in 1960 were fewer than in 1959, and fewer units were under construction at year-end than a year earlier, the Dominion Bureau of Statistics reported last month.

Starts in 1960 dropped to 108,858 units from 141,345 in 1959.

Completions fell to 123,757 units from 145,671.

Units under construction at the end of the year declined to 65,773 from 81,905 at the same time in 1959.

**Foreign Trade**—Canada's trade with other countries reached a new peak in 1960.

Preliminary figures released last month by the Dominion Bureau of Statistics show that Canada's foreign trade last year was valued at \$10,891,100,000, an increase of 2.3 per cent over the 1959 value of \$10,649,200,000.

Exports in 1960 were valued at \$5,395,300,000, a rise of 5 per cent over the previous record, attained in 1959.

Imports, at \$5,495,800,000, were fractionally less than in 1959.

The import balance, estimated at \$100,500,000, was reduced to slightly more than a quarter of the 1959 total and was the lowest since 1954.

**Farm Cash Income**—Canadian farmers received \$2,783,800,000 in 1960 from the sale of farm products, participation payments on previous years' grain crops, net cash advances on farm-stored grains, and deficiency payments made under the present farm prices support program, the Dominion Bureau of Statistics estimated last month.

The estimate is almost unchanged from that of 1959 and compares with the record high estimate of \$2,859,100,000 in 1952.

In addition, farmers in the Prairie Provinces received about \$77 million paid under the provisions of the Prairie Farm Assistance Act, Western Grain Producers' Acreage Payment Plan, and the Federal-Provincial Emergency Unthreshed Grain Assistance Policy.

When these payments are added to the cash returns enumerated earlier, total cash returns to farmers from their farming operations amounted to nearly \$2,861,000,000. This estimate has been exceeded only twice, in 1952 when returns totalled \$2,864,300,000, and in 1958, when they reached the all-time high of \$2,873,400,000.

### 4,000 Apprentices Finish Training In 1959-60, Double 10 Years Ago

The number of apprentices who successfully completed their training rose from 1,779 in 1950-51 to 4,004 in 1959-60, the Dominion Bureau of Statistics reported last month. During the latter year, 7,678 apprentices registered with the provincial Departments of Labour for the first time, while 2,722 discontinued their training.

Registrations of indentured apprentices with the provincial Departments of Labour at September 30, 1960 totalled 19,543, an increase of 5.1 per cent over the previous year, and an accumulated increase of 39.5 per cent over 1955 and 114.1 per cent over 1950.

The most popular trade was motor vehicle mechanics and repair, with 5,955 apprentices in 1960, followed by construction electricians, with 2,927; plumbers and pipefitters, with 2,399; and carpenters, with 1,514.



## Canadian Vessels Carried 88% Of Coastwise Cargoes in 1959

Cargoes unloaded in coastwise shipping at Canadian ports totalled 39,698,650 tons in 1959, an increase of 2.4 per cent over the preceding year's 38,778,904 tons.

Of the 1959 total, 88.7 per cent—35,207,-820 tons—was carried by vessels of Canadian registry, 9.1 per cent—3,629,388 tons—by vessels of United Kingdom registry. Vessels of Bahamas registry unloaded 170,-164 tons, and vessels of Bermuda registry unloaded 625,601 tons.

## Current Reports Are Available On Progress of Labour Bills

The Department's Legislation Branch has begun issuing a series of mimeographed reports on labour bills introduced in Parliament and the provincial Legislatures.

The reports cover the provisions of each bill and follow its progress from the time the bill is introduced to the point where it receives Royal Assent or is dropped. These current reports are intended to provide more up-to-date information than it is possible to give in the monthly issues of the *LABOUR GAZETTE*. At the close of the sessions the major developments of the year will be reported in a series of articles in the Labour Law section of the *LABOUR GAZETTE*.

The first report of the present series is available now.

At the fall sessions of Parliament and the Legislatures of New Brunswick, Ontario and Quebec, there were indications in the Speeches from the Throne that a number of bills of interest to labour would be introduced. Three of the federal Acts passed in December are summarized in the first report, the Railway Operation Continuation Act, the Technical and Vocational Training Assistance Act and the National Productivity Council Act. According to the Speech from the Throne, legislation to amend the Unemployment Insurance Act and to require the disclosure of information by business and labour organizations in Canada controlled from outside Canada will be introduced.

An Equal Pay Act was forecast in the New Brunswick Speech from the Throne, which also stated that a study of the Workmen's Compensation Act would be undertaken and that increased training facilities would be provided.

In Ontario, it was announced that the special technical committee studying portable pensions will make a report during this session of the Legislature.

The Quebec Throne Speech stated that, pending completion of a new labour code by the Superior Labour Council, measures to accelerate procedures before the Labour Relations Board would be introduced.

Single copies of these reports may be obtained from: The Legislation Branch, Department of Labour, Ottawa.

## Blind, Disabled, Old Age Payments Rise in Fourth Quarter of 1960

The numbers of persons receiving old age assistance, allowances under the Blind Persons Act, and allowances under the Disabled Persons Act all increased during the fourth quarter of 1960.

**Old Age Assistance**—The number of persons receiving old age assistance in Canada increased from 99,454 at September 30, 1960 to 100,577 at December 31, 1960.

The federal Government's contributions under the federal-provincial scheme totalled \$7,736,244.59 for the quarter ended December 31, 1960, compared with \$7,674,-007.12 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$212,461,822.15.

At December 31, 1960, the average monthly assistance in the provinces ranged from \$48.86 to \$52.85, except in one province where the average was \$46.57. In all provinces the maximum assistance paid was \$55 a month.

**Blind Persons Allowances**—The number of blind persons in Canada receiving allowances under the Blind Persons Act increased from 8,657 at September 30, 1960 to 8,665 at December 31, 1960.

The federal Government's contributions under the federal-provincial scheme totalled \$1,042,901.60 for the quarter ended December 31, 1960, compared with \$1,041,116.59 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$30,517,456.83.

At December 31, 1960, the average monthly allowance in the provinces ranged from \$50.39 to \$54.01. In all provinces the maximum allowance paid was \$55 a month.

**Disabled Persons Allowances**—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 50,525 at September 30, 1960 to 50,627 at December 31, 1960.

The federal Government's contributions under the federal-provincial scheme totalled \$4,102,681.16 for the quarter ended December 31, 1960, compared with \$4,090,541.09 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$68,017,447.70.

At December 31, 1960, the average monthly allowance in the provinces ranged from \$52.75 to \$54.56. In all provinces the maximum allowance paid was \$55 a month.

## Norman S. Dowd Retires From Two CLC Positions

Norman S. Dowd, for almost 40 years a leading figure in the Canadian labour movement, retired from the positions of Executive Secretary of the Canadian Labour Congress and Editor of *Canadian Labour* on December 31, 1960. Mr. Dowd was 71 years old on December 28.

Cliff Scotton, CLC Assistant Director of Public Relations, has succeeded Mr. Dowd as Editor of *Canadian Labour*, official journal of the Canadian Labour Congress.

Mr. Dowd's interest in labour began in the early 1920's, when he met the late Aaron R. Mosher, who at the time of his death in 1959 was Honorary President of the CLC (L.G. 1959, p. 1013), and M. M. Maclean, CBE, who retired in 1958 as federal Assistant Deputy Minister of Labour (L.G. 1958, p. 473).

Mr. Maclean, at the time Mr. Dowd first met him, was National President and Secretary-Treasurer of the Canadian Brotherhood of Railway Employees, and as a result of the meeting Mr. Dowd began writing for the CBRE monthly magazine. From 1927 until 1940 he occupied the post of Assistant Editor of the publication.

In 1936, Mr. Dowd was elected Secretary-Treasurer of the All-Canadian Congress of Labour and Editor of its official magazine, *The Canadian Unionist*. He held the latter post until 1956, when *Canadian Labour* was established.

In 1940, Mr. Dowd was elected first Secretary-Treasurer of the Canadian Congress of Labour, successor to the All-Canadian Congress of Labour.

At the second convention of the CCL, in 1941, Mr. Dowd was appointed Executive Secretary. He continued in that post until 1956, when the Canadian Labour Congress was formed through the merger of the CCL and the Trades and Labour Congress of Canada. He became Executive Secretary of the CLC at that time.

Mr. Dowd attended many International Labour Organization Conferences in Geneva, and was present at the founding meeting in New York, in 1946, of the World Health Organization.

He also represented the CLC on the Canadian Citizenship Council and Canadian Centenary Council Board of Directors,

Canadian Highway Safety Council Executive and on the National Councils on Rehabilitation and Vocational Training. For many years he contributed the section on Canadian Labour to the *Encyclopaedia Britannica Year Book*.

## Canadian Vice-President of IAM, George P. Schollie to Retire

George P. Schollie, who has served for 12 years as Vice-President in Canada of the International Association of Machinists, is retiring from office, it was announced last month.

Mr. Schollie was born in Scotland, and at the age of 15 he was apprenticed at the Queen's Park Locomotive Works. After a year's apprenticeship he joined the Amalgamated Society of Engineers. He came to Canada in 1921.

After a year in Yorkton, Sask., he obtained employment as a labourer in the Weston Shops of the Canadian Pacific Railway in Winnipeg. In 1927 Mr. Schollie joined the International Association of Machinists, and within three years he had been elected President of Lodge 122 of the union.

He served for some time as Secretary of the Winnipeg Trades and Labour Council, and during the depression he played a prominent part in helping to maintain the only labour paper in Winnipeg.

In 1943 he was appointed Secretary of the Canadian office of the International Association of Machinists, with headquarters in Montreal.

Mr. Schollie was a Canadian worker delegate at the first, second and third sessions of the ILO Iron and Steel Committee and at every meeting to date of the ILO Metal Trades Committee.

In 1949 he was elected Canadian Vice-President of the Machinists union, and he has held the office ever since. In 1954 he was elected a vice-president of the Trades and Labour Congress of Canada; and at the merger convention in 1956 of the TLC and the Canadian Congress of Labour, he was elected one of the three vice-presidents of the new Canadian Labour Congress from the Quebec region. He held this office for one two-year term, but did not stand for re-election in 1958.

Frank Bodie, for the past five and a half years Secretary-Treasurer of the Calgary Labour Council, has become the first full-time secretary of the Alberta Federation of Labour.

## Issue Forecast of Employment Of Engineers and Scientists

During the three-year period 1960 to 1962 the employment of engineers is expected to increase at an average rate of 5.5 per cent a year, and that of scientists at an average rate of 4.6 per cent. During 1959 the actual increase in the employment of engineers was 4.2 per cent, and that of scientists 4.1 per cent.

These figures are given in a report just published by the Economics and Research Branch of the Department of Labour. The report, No. 8 in the Professional Manpower Bulletin Series, is entitled *Employment Outlook for Professional Personnel in Scientific and Technical Fields, 1960-62*. It is similar to Report No. 5, which covered the period 1958-1960 and was issued early in 1959.

Like the earlier one, this report is based on a survey of employers in industry, colleges and universities, and government agencies. The number of employers covered was about 2,800, which was about 100 more than were covered by the previous survey. About 94 per cent of those to whom the questionnaire was sent submitted returns.

The returns extended over the employment of about 27,200 engineers, 12,500 scientists, and a little more than 600 architects. Besides data on total employment, and on recent and anticipated employment for 16 categories of professional persons, the employers furnished information regarding recruitment difficulties, shortages of professional personnel, and numbers of professionals hired or promoted from sub-professional ranks.

The questionnaire was sent to all employers of more than 100 workers in following employment fields: mining and quarrying, manufacturing, transportation and public utilities, trade and finance, colleges and universities, and government agencies. In the construction industry, only firms employing more than 200 workers were surveyed. This change from the practice followed in earlier surveys was made because of the extreme fluctuations of employment and the comparatively low concentration of engineers and scientists in the industry.

The forecast of requirements for engineers is broken down into eight professional fields, e.g., aeronautical, chemical, etc.; for scientists the forecast is divided into seven fields. There is a separate forecast for architects.

Copies of the bulletin may be obtained from the Queen's Printer, Ottawa, at a price of 25 cents each.

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## To Increase Job Opportunities, Seek Business Abroad, CCA Says

As a means of increasing the market for construction skills and services, the development of business abroad by Canadian construction firms was advocated by Jack M. Soules, President of the Canadian Construction Association, in an address last month to the Empire Club of Canada in Toronto.

Also advocated as a means of maintaining and extending employment opportunities in the construction industry was the making of every effort to increase the amount of year-round construction employment by reducing the cyclical and seasonal characteristics of construction activity.

## HOUSE OF COMMONS DEBATES A Guide to Items of Labour Interest in Hansard

(page numbers refer to Hansard)

**January 16**—*The Minister of Labour*, in reply to a question, explains why he tabled the report of the Unemployment Insurance Commission Advisory Committee on December 21 after telling the House the day before that he was not prepared to table it yet because the Government was still studying it: he was advised it would have to be tabled before the Christmas recess in order to keep within the time prescribed in the Act (p. 1056).

*International Union of Operating Engineers* has expressed satisfaction with the manner in which the Department of Na-

tional Health and Welfare arranged for the improvement in working conditions at the South Saskatchewan dam, the Minister of National Health and Welfare reports (p. 1065).

*A great deal less overtime than ever before* was worked by the permanent staff of his department this Christmas, the Postmaster General says in answer to a question on the method of payment for overtime. This year the staff were encouraged "in every possible case" to liquidate overtime credits by taking time off during January rather than by being paid in cash, he said (p. 1068).



*New definition of the service contract*, contained in a circular issued by the Unemployment Insurance Commission on September 27, 1960, "will have disastrous results," including the elimination of almost all cases of insurability in casual and seasonal jobs, and will be a serious handicap to the winter work campaign, says Jean-Paul Racine (Beauce) during the debate on the supplementary Budget (p. 1084).

*Employment by TCA* of a number of stewardesses and cabin attendants recruited in foreign countries, a practice found desirable by every other major international airline, in no way contradicts the general policy of the TCA of employing Canadians wherever possible, the Minister of Transport says in reply to a question (p. 1102).

**January 17**—*A report that non-operating employees of the Canadian Pacific Railway in the Revelstoke division who were laid off as a result of the threatened strike have not been re-employed was referred to in a question by Hazen Argue (Assiniboia).* In reply, the Minister of Transport said the employees had been laid off because of a decline in traffic resulting partly from the grain handlers strike in Vancouver. It was expected, however, that they would soon be re-employed. The company management, he said, denied that the reductions were due to the proposed non-ops strike (p. 1106).

**January 18**—*The basis of measurement of unemployment used in the United States is not in every particular the same as that used in Canada, the Prime Minister pointed out in answer to a question that drew attention to a report that the percentage of unemployment in Canada in relation to the labour force is 8.2, whereas it is 6.5 in the United States (p. 1165).*

*The number of housing starts in 1960 in municipalities of more than 5,000 was about 100,000, and was expected to be between 9,000 and 10,000 in municipalities of less than 5,000 population, the Minister of Public Works says in reply to a question (p. 1166).*

**January 19**—*Second reading of Bill No. C-3, to amend the Interest Act by providing a statutory limit of 12 per cent on all interest rates charged in Canada, moved by Hazen Argue (Assiniboia).* After long debate, the House adjourned without question put (p. 1218).

**January 24**—*The Prime Minister says he has asked the negotiating committee for the railway non-operating employees and the representatives of the railway companies to meet and resume their negotiations for the settlement of their dispute (p. 1343).*

*Outdoor advertising for the "Do It Now" winter employment campaign are made*

available by the Department of Labour to the outdoor advertising associations in both English and French, the Minister of Labour says in reply to a question asked by the member for Chicoutimi (p. 1347).

*Mortgages relating to 264 NHA houses in Elliot Lake are now in default, and the approved leaders have notified the Central Mortgage and Housing Corporation of their intention to claim on the mortgage insurance fund, the Minister of Public Works replies to a question by the Leader of the Opposition (p. 1348).*

*No representations regarding non-payment of wages promised by a construction company working at Grand Rapids, Man., have been made by Indians to her department, the Minister of Citizenship and Immigration says in reply to a question. Many of those concerned are not of Indian blood and are not the responsibility of her department, but to protect those Indians who are partly the responsibility of her department, "we have been in constant consultation with the authorities of the province of Manitoba," she said (p. 1351).*

**January 25**—*Resolution preceding introduction of a measure to authorize agreement with the provinces to provide for the sharing of costs of carrying out programs of vocational rehabilitation for disabled persons, the establishment of a national advisory council on the rehabilitation of disabled persons, and other matters connected with rehabilitation is introduced by the Minister of Labour (p. 1391).*

*No staff reductions are involved in the CNR's amalgamation of the Lakehead and Port Arthur divisions to form a new administrative unit called the Lakehead Area, with headquarters at Port Arthur, the Minister of Transport says in reply to a question (p. 1392).*

*The number of unplaced job applicants during the last four months of 1960, given by the Parliamentary Secretary to the Minister of Labour in reply to a question, was: September 15—346,176; October 13—357,677; November 17—452,715; December 15—640,226 (p. 1394).*

*The amount of unemployment insurance benefit paid to fishermen in each of the four years since fishermen became eligible for benefit is given in tabular form (p. 1395).*

*Unemployment Insurance Commission has been asked to give careful study to the possibility of bringing farm labourers under the Act as an insured class but because of the many difficulties involved the Commission has not as yet reported, the Minister of Labour says in reply to a question (p. 1399).*

# Employment in Canada in 1960

Economy continued to operate at high level during 1960 but advance over the preceding year less marked than during 1959. Employment, labour income both higher but, despite 2-per-cent rise in non-farm employment, unemployment rose

The Canadian economy continued to operate at a high level of activity during 1960, although the advance was less marked than in 1959. A number of mixed trends resulted in a slackening off in the over-all pace.

Total investment is expected to be slightly lower in 1960 than it was in 1959, principally owing to the fact that the number of houses built or being built was smaller. But the total investment program continues to be impressive, especially when compared with similar investment programs in other countries.

There was a slackening off during the year in activity in some domestic markets, but exports continued to rise well above the preceding year's levels.

Consumers spent more, but the rise in spending did not match the rise in disposable income, so that they saved more in 1960 than in 1959.

The effect of these varying trends resulted in higher employment than in 1959 and an increase in labour income. At mid-year, average earnings were 3½ per cent higher than one year earlier and about 2 per cent higher when allowance is made for price increases of consumer goods. All major industry groups shared in the increase in wages and salaries.

Labour-management negotiations showed a marked improvement over 1959 and only 3 per cent of all major settlements were concluded when workers were out on strike.

A disturbing feature of the development during the year was that despite an almost 2-per-cent increase in non-farm employment, unemployment increased over the 1959 level.

The underlying trend of employment was upward during 1960. Total non-farm employment in October was estimated to be 5,436,000, which was 94,000 higher than the year before. This represents a growth rate of just under 2 per cent and compares with an annual average increase of 2.8 per cent over the past decade. All of the employment advance took place in the service-producing group of industries (service, trade, finance, utilities and transportation), with community services showing the most marked employment growth. On the other hand, employment in the goods-producing industries slackened off during the year. The net result was that requirements for women workers were exception-

ally high while total employment for men showed little change.

The average length of the work week changed very little during the year, and wage increases compared favourably with 1959. Total labour income, seasonally adjusted, increased during the year, but less markedly than in 1959. To some extent, the relatively small increase in labour income can be attributed to the change in the pattern of unemployment growth. As indicated above, employment expansion has been concentrated in the relatively low-wage industries.

Industrial developments of the past year have had significant effects on the growth rate of the labour force, and on the level of employment and unemployment. While industry growth patterns are seldom uniform, they have been particularly uneven in 1960. On the one hand, there has been a strong demand for workers in occupations usually occupied by women, that is, in the service-producing industries, where almost 40 per cent of job-holders are women. On the other hand, demand for workers in the goods-producing industries, where men predominate, actually declined.

The marked expansion of jobs for women has attracted a large number of these from outside the labour force, resulting in a sharp expansion of the female labour force. In October 1960, the female labour force was 130,000 higher than the year before. This compares with an annual average increase in the previous six years, 1953-59, of about 60,000. On the other hand, the male labour force increased over the year by about 80,000, an increase which is in line with the average annual growth for the previous six years. The net result of this has been that in October the total labour force exceeded the year-earlier figure by more than 200,000 despite a low level of immigration.

The levelling-off in demand for men workers has been a principal cause of the increase in unemployment. The adult male tends to enter the labour force whether or not jobs are available. If he does not find a job he becomes unemployed. Women, particularly married women, tend to enter when there is a demand for their services. Thus, in October, when total unemployment was up from the previous year by 117,000, men accounted for 102,000 and women for 15,000.

Unemployment in October was estimated to be 368,000, or 5.7 per cent of the labour force. A year before it was 251,000, comprising 4.0 per cent of the labour force.

The largest year-to-year percentage increase in unemployment of men was in the 20-24 year age group; the smallest was among those 45 years of age and over. Unemployment rates continued to be substantially higher among teen-age males than in any other age group. Persons with no work experience continued to account for a relatively small part of the total.

Long-term unemployment was more prevalent than in 1959. In October some 102,000 job-seekers had been seeking work for four months or more. A year before, 60,000 of a smaller total of job-seekers had been seeking work for this length of time.

Production levelled off or declined during the past year in some of the goods-producing industries. A decline took place in construction; manufacturing and mining showed no appreciable change. Output in forestry declined during the first half of the year but recovered rapidly during the third quarter. All of the industries providing services increased their output during the year. The largest advance occurred in transportation, communication, finance, insurance, real estate, government and community service. Expansion of educational and health facilities accounted for most of the rise in community service.

For the most part, employment changes were similar though not as marked as the changes in production. Construction showed a marked decline while manufacturing employment, although down from last year, showed no appreciable change, apart from seasonal changes. All of the service-producing industries except utilities registered increases. Employment in the primary industries other than agriculture did not change appreciably over the year. Total employment in the goods-producing industries was, however, somewhat lower than in

1959. The net gain in employment in the service-producing industries in the third quarter of 1960 was 149,000.

Compared with last year, changes in production and employment levels in manufacturing industries were mixed. Of the 17 broad industry groups which make up the index of manufacturing production, six were operating at higher levels; the rest showed no appreciable change or were down. Similar, though somewhat smaller changes, took place in employment. Those showing gains were non-ferrous metals, paper products, wood products, chemicals and miscellaneous manufacturing industries. The upward trend in activity in non-ferrous metals can be attributed, in part, to a substantial increase in exports. Sales of aluminum, nickel and copper showed conspicuously large gains. Employment in the durable goods industries, however, weakened over the course of the year. In August the employment index for durables was down 6.7 per cent from the year before while non-durables showed no appreciable change.

Although the iron and steel industries were still operating at high levels at year-end, they slackened off somewhat during the year. Although almost all parts of this group of industries were operating at slightly lower levels than in 1959, the most marked contractions occurred in agricultural implements and structural and fabricated steel.

The curtailment of activity in agricultural implements can be attributed, in part, to a weakening in the export market. Export sales of agricultural implements during the first eight months were down 27 per cent from the comparable period in 1959.

There was also a slight employment decline in the automotive industry. Production levels have been fairly well maintained in this industry but employment levels were slightly lower during the summer of 1960 than in the previous year. On the other hand, employment in a number of manufacturing industries such as wood products, paper products and chemicals either held its own or increased over the year.

## Wages and Working Conditions, 1960

At mid-year the wages and salaries of employees in non-farm industries averaged \$76.31 per week. This was an increase of 3½ per cent in average earnings between July 1959 and July 1960. Since consumer prices increased by only 1.3 per cent during that period, real average earnings advanced on average by more than 2 per cent since the middle of 1959.

All major industry groups shared in the increase in wages and salaries. Between

July 1959 and July 1960, earnings in manufacturing and in transportation, storage and communication increased at the same rate as the industrial average. In mining, trade, finance, insurance and real estate the rise in average wages and salaries was between 2 and 3 per cent, while earnings in services, forestry, public utilities and construction increased by between 5 and 6 per cent. The proportionate increase in average earnings was greatest in the relatively low-income



Atlantic Provinces. Employees in these areas consequently improved their position in relation to those in the rest of the country.

Conditions of work appear to have become relatively stable, after the rapid changes that have occurred in these conditions in the years since the war. In 1960, as in 1959, approximately 70 per cent of plant workers in manufacturing were employed in establishments with a standard work week of 40 hours or less. Moreover, approximately 90 per cent of plant workers in manufacturing were employed in establishments working a five-day week, and two-thirds worked in establishments which provided pension plans.

Among other important items in the field of working conditions, it is notable that workers in manufacturing plants employing almost four out of five workers have sickness and accident leave credit plans, and more than nine out of ten workers in manufacturing are employed in plants providing at least two weeks vacation with pay.

At the beginning of 1960, approximately one-third of the non-farm labour force in Canada belonged to labour organizations. Trade union membership in Canada now stands at 1,459,000 workers.

During the first half of last year, 95 major collective agreements covering over

117,000 workers were signed. As in 1959, approximately one-third of these major agreements, each covering about 500 or more workers, were for a period of one year, and slightly more than one-half were for a two-year period.

Only 3 per cent of these settlements were concluded when workers were out on strike. Time lost as a result of strikes was much lower in 1960 than in any of the five preceding years. In the first ten months of the year, 663,000 man-days were lost as a result of 215 work stoppages (compared with 2,270,000 man-days lost in the same period in 1959), and the proportion of estimated working time lost through strikes and lockouts was less than one-tenth of one per cent.

Increases in base wage rates in one-year agreements affecting 500 or more workers were predominantly grouped in the ranges from 5 to 10 cents per hour and 15 to 20 cents per hour. Increases in base rates in most of the two-year agreements ranged from 5 to 15 cents per hour over the life of the agreement. Approximately two-thirds of the three-year agreements, which constituted less than one-ninth of the agreements signed in the first half of 1960, contained increases in base rates ranging from 10 to 25 cents per hour.

## Regional Employment Conditions

**Atlantic Region**—Economic conditions in the Atlantic region showed a moderate improvement during 1960. Employment averaged about 14,000 higher than in the previous year, a gain of 3 per cent. Unemployment, on the average, was unchanged from 1959 although in the fourth quarter it was somewhat higher. The labour force averaged 14,000 higher than in 1959, one of the largest advances in recent years.

Increases in employment and earnings were reflected in a rise in total labour income. For the first 10 months labour income in the region was estimated at \$1,033 million, compared with \$978 million during the corresponding period in 1959. This represents an increase of 6 per cent, a little less than the average gain of the past seven years.

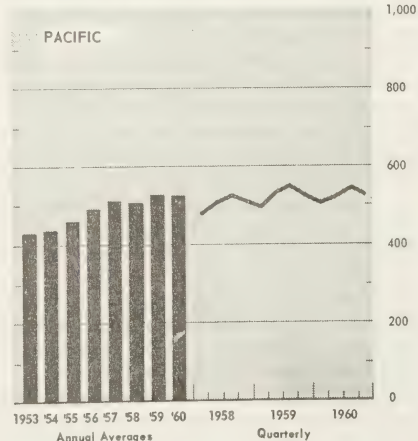
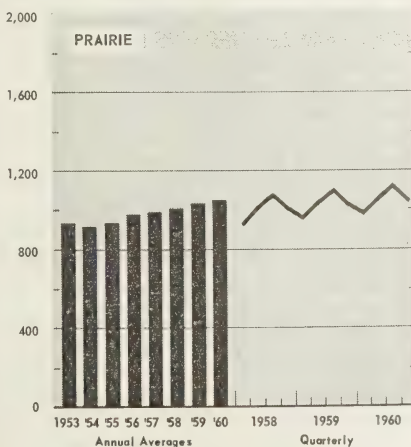
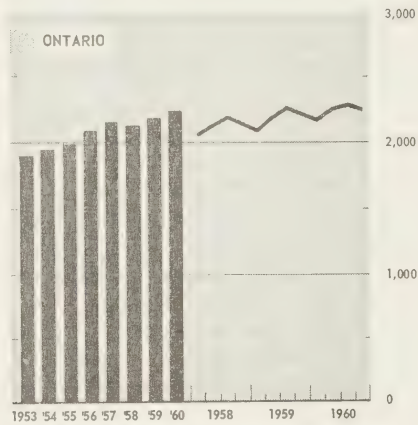
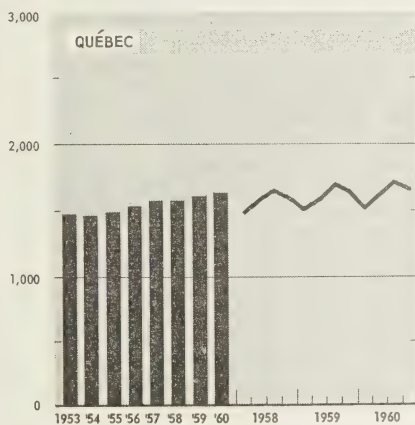
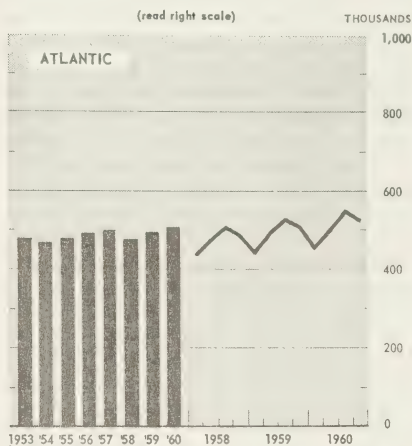
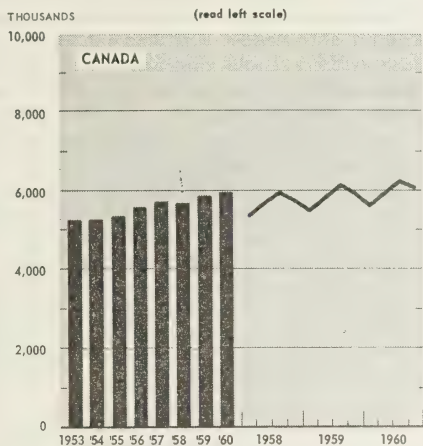
Forestry and the service-producing industries were mainly responsible for the employment expansion during 1960. Employment in forestry in the first 10 months was better than one-third higher than in the corresponding period in 1959. This improvement was confined to pulpwood logging, which had been a major source of weakness in the previous year. The lumbering industry showed less strength than in

1959, the slowdown in housebuilding activity having an adverse effect on domestic sales of lumber.

Reduced activity in rail transportation had a moderating influence on employment expansion in the service-producing industries. Employment in rail transportation in Nova Scotia and New Brunswick averaged about 5 per cent lower during the first 10 months of 1960 than in the corresponding period of 1959.

One of the more important developments in manufacturing was the recovery of the iron and steel industry. Except for the wire and nail mill, which has been hampered by market conditions for several years, the Sydney steel mills were operating at better than 90 per cent of capacity during the last quarter. Shipbuilding activity declined during the fourth quarter after increasing during the summer and early fall. The aircraft industry was a little busier than in the previous year but in the manufacture of railway rolling stock, a major source of weakness in 1959, there was little or no improvement. Pulp and paper and food and beverage plants registered modest employment advances during the year but sawmilling activity was sharply curtailed.

# REGIONAL EMPLOYMENT TRENDS 1953 - 1960



Source: Labour Force Survey, D.B.S.

Activity in coal mining continued to decline during the year. This industry has been experiencing periodic cutbacks in production since the summer of 1958. The average number employed in 1960 was down about 8 per cent from the previous year.

Construction employment was lower than in 1959, mainly reflecting the decline in housebuilding activity. Reduced employment in housebuilding, and in street and highway construction during the latter part of the year, pulled total construction employment down. Employment in other types of non-residential construction showed no appreciable change from 1959.

**Quebec Region**—Employment growth in 1960 in the Quebec region proceeded at a slower pace than in the previous year and was also somewhat behind the national average. The labour force grew at double the employment rate but again more slowly than the Canadian average. Most of the increase in employment occurred in the first half of the year; about the middle of the third quarter it dropped off sharply and for the rest of the year remained only slightly above the level of the previous year. Unemployment increased substantially, averaging 9.1 per cent of the labour force for the year as a whole as against a Canadian average of 7 per cent.

The slowdown in employment growth was due, for the most part, to a sharp drop in agricultural employment. The increase in non-agricultural employment (2.6 per cent) was only fractionally below that of the previous year. This was the net result of offsetting gains and losses in a number of major industries, reflecting the changes in the main components of aggregate demand that have taken place during the year. Private investment, including investment in new housing, was somewhat lower than in 1959 and there was an easing in consumer demand for domestically produced durable goods. On the other hand, demand strengthened for non-durable consumers goods and for services, and there was a rise in export demand.

Total manufacturing employment, seasonally adjusted, increased in the first half of the year but a sharp drop in the last six months resulted in a decrease for the year as a whole. First among the industries most affected were those manufacturing iron and steel products. A contributing factor was a strike of 1,500 steel workers at Lachine which lasted from mid-August to the end of October. The largest declines, mostly in the second half of the year, were recorded in machinery and transportation equipment. One conspicuous exception in this group was the aircraft and parts industry, where

employment remained at a high level throughout the year. The reduced level of construction was reflected in a decline in demand for lumber and building materials, the sales of which during the first 10 months of the year dropped more than 14 per cent from a year earlier. The demand for furniture and household appliances also showed a considerable decline as a result of the drop in housebuilding.

Increased consumer demand manifested itself mainly in increased sales of basic necessities associated with population growth, such as food and clothing. However, only in the former commodity was this increase translated into additional domestic production and employment; the demand for clothing was partly met by imports. As a result, employment in primary textiles barely held its own, whereas the clothing industry showed an employment decline.

A rise in consumer spending on services was reflected in increases in employment in most service-producing industries. Heading the list was the service industry proper, with an average employment increase of more than 4 per cent over 1959, followed by retail trade, public utilities, and finance and insurance. The only major industry in this group that showed an employment decline was transportation, storage and communication. The service-producing industries helped to offset the effect of reduced activity in manufacturing and construction and to keep employment above last year's level.

The rise in export demand for Canadian goods was, of course, reflected in the economy of the Quebec region and most directly in the mining and forestry products industries, although the effect on employment was not as great as on production. Output of the leading mineral products—*asbestos, iron ore and copper*—rose considerably during the first three quarters of the year and was accompanied by a substantial year-to-year percentage increase in employment. In absolute terms, however, this increase was not too significant, as employment in mining represents less than 3 per cent of total industrial employment. The pulp and paper industry achieved a record production in 1960, owing mainly to increased exports both to the United States and overseas. Output of pulp, newsprint and most other paper products rose by more than 5 per cent but this was not matched by an equal rise in employment. In fact, employment in forestry and in the paper products industry remained below last year's level during the first half of the year, and only later showed a slowly rising trend.



The decline in capital investment was partly reflected in a decline in construction. The value of construction contracts awarded in the region in the first 10 months of the year showed a greater percentage decrease from the previous year than in the rest of Canada. New residential construction dropped by more than 25 per cent, the fall being most marked in the first half of the year. In non-residential construction, the value of building permits issued indicates that industrial and commercial construction plans in the January-to-July period were well ahead of the year before but underwent a substantial downward revision in later months. As a result of these developments, total construction employment during the first 10 months of the year declined by close to 2 per cent from a year earlier. Toward the end of the year, residential construction experienced a sharp upturn, which, along with increased municipal building activity in connection with the Municipal Winter Works Incentive Program, has created new employment opportunities for construction workers.

**Ontario Region**—Ontario in 1960 experienced a continuing expansion of economic activity and, along with it, an increase in employment over the year. But in some industries the seasonal employment gain was considerably smaller than usual, mainly because of low levels of residential construction, earlier-than-usual shutdowns of automobile and parts plants for retooling, and weaknesses in some parts of heavy manufacturing, notably agricultural implements, electrical apparatus and road machinery plants. The continued growth of the trade and service industries, however, helped to lift employment well above the 1959 level.

Unemployment increased during the year. On the average, it represented 5.4 per cent of the labour force compared with 4.5 per cent in 1959. Much of the increase was among construction and metalworking occupations, and almost all of it was among men.

Employment increased by 2.3 per cent from 1959 to 1960, about the same as the advance in the previous year. The seasonal increase in the first half of the year was only about two-thirds as large as the average of the previous four years.

The rise in labour income was smaller than in most recent years. At \$6,381 million for the January-October period, total labour income was 3 per cent higher than in the previous year. During 1959, the increase amounted to 9 per cent.

One of the most notable employment developments during the year was the slight

decrease in the number of men employed while the number of women employed increased by 41,000, or 6.6 per cent. This was the product of increased employment opportunities in the service industry, which employs a relatively high proportion of women, and a weakening in those industries employing a high proportion of men, notably residential construction, iron and steel products and other heavy goods manufacturing.

Total manufacturing employment was considerably lower than in 1959. Increased employment in paper products, food and beverages, and wood products was more than offset by declines in other parts of manufacturing. High levels of production and employment were maintained in the automotive industry during the first half of the year but various production runs of 1960 models were completed in June, and many workers were released from assembly and parts plants for most of the summer, during the retooling period. After this earlier-than-usual changeover period, rehiring of automotive and associated workers began in September and continued through the rest of the year, but employment did not reach the level of the previous year.

In the aircraft industry, from a five-year employment low in January, conditions improved substantially during most of the year. Contributing greatly to the recovery of this industry were substantial orders for the DHC-4 Caribou transport aircraft manufactured by de Havilland Aircraft.

The high levels of production and employment in the iron and steel industry during the last half of 1959 carried into the second quarter of 1960. Since April, however, there has been a downward trend in the domestic market for most steel products, particularly for primary iron and steel, heavy machinery, and agricultural implements.

Layoffs were prevalent in the shipyard industry, though prospects improved during the latter part of the year as a result of new orders at the Collingwood shipyards for one large carrier and two small freighters. In addition, plants in Peterborough were awarded a contract to build large marine steam turbine drives, the first of this type to be made in Canada.

Construction employment was down 6.5 per cent from a year earlier, and was at the lowest level in five years. One of the main reasons was the low level of housebuilding; the number of units started was down about 25 per cent and the volume under construction in November was 17 per cent lower than a year earlier. On the other hand, non-residential construction had a

fairly good year and received an extra boost in late autumn when fine weather allowed construction work to continue at a high rate longer than usual.

There was considerable improvement in employment in the forestry industry: each of the first ten months showed higher employment levels than in 1959, and in August employment reached the highest level since late 1957. Increased demand for wood products and the continuing strong demand for paper products were responsible for this upturn in employment.

In the mining industry, there were few staff reductions except in uranium mining, in which gradual shutdowns occurred in the Elliot Lake region. This steady level of employment in mining produced a record value of minerals.

The underlying increase in employment in Ontario was strongly supported by expansion of the service industry. There were particularly strong demands for workers in community, government and recreational services. Ontario accounted for a considerable proportion of the all-Canada gain in employment in the service industry, which amounted to 114,000.

**Prairie Region**—Employment continued to expand in the Prairie region in 1960, although the gain of 1.6 per cent from the year before was considerably smaller than in most recent years. In non-farm industries substantial gains in services and trade were partially offset by moderate losses in construction, manufacturing and transportation. In agricultural employment, the long-term decline continued, although the reduction was smaller than in most previous years. Labour income in the first 10 months was 4 per cent higher than in the same period of 1959.

Unemployment in 1960 represented 4.2 per cent of the labour force compared with 3.3 per cent in 1959. Much of the increase occurred in unskilled male occupations, especially among the construction trades.

Closure of a uranium mine in northern Saskatchewan due to depletion of the ore body, along with a slight reduction in demand for structural materials, brought employment in mining below the preceding year's level. Production of other minerals continued to expand, however, and the total value of minerals produced was higher than in 1959 by 4 per cent in Alberta, 2 per cent in Saskatchewan, and 2 per cent in Manitoba. Crude oil, with a gain of about 3 per cent, and gas, up more than 20 per cent, accounted for most of the increase. These increases in petroleum output, however, were not reflected in employ-

ment gains, because the industry still continued to operate well below capacity. Coal mining employment in Alberta continued to decline, but a 12-per-cent production increase occurred in Saskatchewan, raising the production of this province to almost half of the regional total. The added production involved relatively few workers, however, because of the heavy mechanization of surface mining in northeastern Saskatchewan. Manitoba recorded the only over-all increase in mining employment as new nickel and copper developments in the northern part of the province required additional miners.

Four massive hydro electric projects, one coupled to an irrigation development, and a sizeable program of gas and oil gathering and distribution pipeline construction helped to offset a sharp drop in housebuilding in the Prairie region. Housing starts in the first 11 months were lower than in the previous year by almost 45 per cent in Alberta, more than 35 per cent in Saskatchewan, and more than 20 per cent in Manitoba. Total construction employment in the second half of 1960 was slightly higher than a year earlier in Saskatchewan, however, partly as a result of work on two hydro projects—on the South Saskatchewan River near Outlook and at Squaw Rapids, northeast of Prince Albert. In the other two provinces, employment was lower than in 1959.

Declines from a year earlier in manufacturers' shipments, ranging from 5 per cent in Saskatchewan to 1 per cent in Alberta in the first five months of 1960, brought employment in manufacturing slightly below the previous year in all provinces. Weaknesses were apparent in factories associated with the construction industry, especially with housebuilding, such as sash and door plants, furniture and appliance plants and suppliers of heating equipment.

Employment in the iron and steel industry weakened noticeably during the second half of 1960, although there was some improvement toward the end of the year as a result of increased orders of large pipe for pipeline construction. Clothing and textile plants employed generally fewer workers than in 1959. Strong export demands for pulp and paper products throughout the year resulted in improved employment levels in pulp and paper plants, and pulpwood cutting in the district between Winnipeg and Lake Superior also employed more men than in 1959. Production of sawn lumber went up 2 per cent in the January-October period from the year before, with the largest gain in Alberta.



Although retail sales in the January-October period of 1960 were down in Saskatchewan and Alberta and up only slightly in Manitoba from the same period in 1959, employment in trade held slightly above year-earlier levels through most of 1960. Employment in the transportation industry was reduced about 5 per cent in the entire region, a change that corresponded with a similar decline in railway car-loadings in Canada. Increasing demands for electric power and natural gas in the region expanded employment in public utilities operation; government, domestic, and other services also expanded considerably. Finance, insurance and real estate establishments showed moderate employment increases from 1959.

Farm cash income from the sale of farm products in the first three quarters of 1960 was 2 per cent below a year earlier. All three provinces shared in the decline. Payments other than for sales of produce were higher than in 1959, however, and brought total receipts, slightly above the 1959 nine-month total. Employment on farms declined less than in most recent years as extra help was needed in the spring to harvest grain remaining over winter in the wake of early snowstorms in the fall of 1959. The 1960 crop was comparable to the average of the past 10 years, and considerably better than the 1959 crop.

**Pacific Region**—Employment levelled off in the Pacific region during 1960; declines in construction, fishing and most parts of manufacturing were offset by gains in pulp and paper manufacturing, agriculture, oil and gas development, and services. Mining and smelting employment continued steady from the year before, and in the transportation industry a slight decline in railway employment was offset by higher employment in water transportation, where activity was bolstered by increased export shipments. Average employment for the year as a whole remained virtually the same as in 1959, but unemployment was 14,000 higher, mainly because of layoffs in construction and manufacturing. Labour income continued to rise and for the first 10 months was 6 per cent higher than in the corresponding period in 1959.

The forest products industries experienced a generally good year in 1960. Pulp and paper products were in strong demand and most plants operated near capacity all year; production was more than 10 per cent higher than in 1959. The first mill in the region to manufacture fine paper went into operation in June 1960. Sawmills produced about 5 per cent more lumber than in 1959; operations were relatively free of industrial

disputes and serious fire hazards. In the second half of the year, high inventories along with a slight weakening in lumber prices and lessened demand, especially for plywood, brought about some reductions in operating levels in many parts of the region.

Apart from forestry products, employment in manufacturing was generally lower than in 1959. A greatly reduced volume of fish landed held fish-canning and curing plants to reduced operating rates. Shipbuilding employment dropped as much as 25 per cent below year-earlier levels and metal-working plants supplying the construction industry experienced reduced demands for their products. The seasonal employment upswing in iron and steel plants fell short of a year earlier so that by mid-year employment was about 5 per cent lower than in 1959; further weaknesses developed as the year progressed and by the fourth quarter the employment decline in this industry amounted to almost 10 per cent.

A heavy drop in residential building in 1960—the number of units started in the first 11 months was down 46 per cent from 1959—offset a substantial increase in the construction of new highways and streets (including bridges) to hold employment in construction about even with the 1959 level from the beginning of 1960 through most of the second quarter. In the third quarter, construction employment was about 10 per cent lower the year before. Large projects under construction during 1960 included a steel plant and a pulp mill in the southern interior part of the province. Additional construction was begun for gathering-system pipelines for gas and oil, and near Vancouver expansion continued on large-scale hydro and thermal generating plants.

Preliminary estimates place the value of mineral production in 1960 at \$175 million, about 17 per cent higher than 1959, and the highest total since 1956. Exploration and development work in the mining industry (including petroleum) was also maintained at high levels, with particular attention shown to iron ore, copper, asbestos, and gas and oil. The only production decline of any consequence occurred in structural materials such as sand and gravel and resulted from lower activity in the construction industry. Employment in the mining industry was sustained at favourable levels, but the increases were not comparable to the gains in production.

Production increases in mining and forestry were an important source of employment strength in the transportation industry, especially on the waterfront; the volume of shipments in the first half of the year was about 14 per cent above that in the same



period of 1959. Employment in other non-goods producing industries also held steady. Although retail sales were down in the first 10 months by 3.4 per cent from the same period of 1959, employment in trade was only fractionally lower. In other service-producing industries such as hotels, restaurants and finance establishments, employment moved ahead of 1959 levels.

Farm employment was somewhat higher than in 1959, and farm cash income showed

a rise of 1.6 per cent. The fishing industry experienced an unfavourable year, with the whaling fleet entirely inactive and herring fishing suspended until November because of unfavourable market conditions. The salmon catch was far below average as it was a low cycle year for both sockeye and pink salmon. The total value of fish and shell fish landed in the first 10 months was about one-fifth lower than in the corresponding period in 1959.

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## Special Report of Unemployment Insurance Advisory Committee

After examination of full year's effect of increased contribution rates, the Committee found revenue substantially higher but expenditures much higher, too; warns that by May 1961 Unemployment Insurance Fund may be at unsafe level

In spite of the higher contribution rates that came into effect on September 27, 1959, expenditures from the Unemployment Insurance Fund for benefits during the 1959-60 fiscal year exceeded revenue, with the result that the Fund lost \$135,762,337.64 during the year.

This was one of the important points brought out in a special report of the Unemployment Insurance Advisory Committee tabled in the House of Commons on December 21, 1960.

The Committee met on October 27, 1960, in accordance with the intention stated in its previous report, tabled on August 10 last year (L.G., Sept. 1960, p. 902), to meet soon after October 1, by which time the increased rates had been in effect for a full year, to examine the effect on the Fund of the increased contribution rates.

As a result of the new rates, the revenue during the year in which they had been in effect was substantially higher than in the previous year, the report states. On the other hand, expenditures were much higher, the payments during the winter months having been "very high indeed" because of the drain caused by seasonal benefit payments.

The number of those drawing regular benefit was also "much higher" than in 1959. In September 1960 the total of live claims was 279,531, compared with 201,598 for the same month in 1959, an increase of 38.6 per cent.

"It is not safe to estimate that the Fund will have a balance of greater than \$140,000,000 to \$150,000,000 at the end of March 1961," and it may be lower, the report says.

As a result of seasonal benefit claims during April and May, "by the end of May 1961 the Fund will possibly be as low as \$85,000,000 and certainly at a most unsafe level."

The Committee said that it found no grounds upon which to modify the recommendations contained in its reports of July 8, 1958 (L.G. 1958, p. 1034) and July 27, 1960 (L.G., Sept. 1960, p. 902), and urgently repeated its previous recommendations regarding increasing the Government's contribution and also replenishing the Fund by a grant as recommended in the July 1960 report.

The Committee heard representations from a delegation of officials of the United Automobile Workers, led by George Burt, Canadian Director of the union, regarding earnings in respect of vacation periods and the right to draw unemployment insurance benefits during such periods. After considering these representations, the Committee decided not to change the unanimous decision it had reached on this matter at its July 1960 meeting.

The question of unemployment insurance benefits for persons of 65 years of age and over, which was discussed at the July meeting, was further considered by the Committee. No decision was reached on certain suggestions that were made by the Unemployment Insurance Commission at the previous meeting with the object of checking abuse of the fund by older applicants for benefit, and it was decided to discuss the matter further at the next meeting.

The Committee also gave further consideration to the questions of the impact on the Fund of payment of benefits to married women. "The problem has been discussed at every meeting of the Committee without an agreement being reached on a recommendation which would be unanimous," the report said. Some notes on the practices of other countries with

regard to claims by married women were attached to the report.

The Committee decided to continue its study of the problem. It stated that "the drain on the Fund is considerable," and that "means must be found to check improper claims."

The report is printed in full below.

## Special Report of the Unemployment Insurance Advisory Committee Resulting From Meeting, October 27, 1960

To His Excellency

The Governor General in Council:

The concluding paragraph of the Committee's Report of July 27, 1960, reads as follows:

The Committee plans to meet again soon after October 1st, 1960, at which time the increased contribution rates will have been in effect for a full year. After such meeting a further report will be submitted in which the results for one year respecting revenue and expenditures under the increased contribution scale effective September 27th, 1959, will be given.

In compliance with the foregoing the Committee met on October 27, 1960, to review the revenue to, and the expenditure from, the Unemployment Insurance Fund for the 12 months ended September 30, 1960, in comparison with same months of 1959.

The four members nominated by employer organizations attended but only two of those nominated by employee organizations were able to attend. Mr. Stephens had other engagements and Mr. Mathieu was prevented from attending because of the sudden death of his father.

Attached is a comparative statement, month by month, for the 12-month periods ended September 1959 and September 1960 showing [overleaf]:

- Profit or loss on sale of securities
- Total net Revenue
- Total Expenditures
- Balance in the Fund

It will be observed that the revenue has been substantially higher due to the new contribution rates which became effective September 27, 1959, and the increase agrees fairly well with the estimates given by the Actuary.

On the other hand the expenditures have been much higher than in 1959 and the payments during the Winter months have been very high indeed, because of seasonal benefit payments.

The number of those in receipt of regular benefits has been much higher than in 1959. In September 1960, the total number of live

claims was 279,531 as compared with 201,598 for the same month in 1959. This is an increase of 38.6%.

September is usually the month of the year when claims are relatively low.

A statement follows, showing the active unemployment insurance claim load month by month, for the three years, 1958, 1959 and 1960:

**Active Claimants by Months**

	1957-58	1958-59	1959-60
October.....	268,005	323,530	250,583
November.....	403,273	419,233	417,541
December.....	744,249	714,954	685,689
January.....	834,544	785,071	782,542
February.....	869,349	795,999	814,241
March.....	859,639	766,862	823,005
April.....	722,252	610,770	714,894
May.....	551,103	279,431	364,323
June.....	445,487	220,548	296,445
July.....	300,826	225,945	294,137
August.....	294,587	209,966	280,195
September.....	282,587	201,598	279,531

It will be noted that the total revenue for the 12 months ended September 30, 1960, \$322,976,253.86 increased from \$228,-263,101.62 in the previous year by \$94,713,-152.24.

The expenditures for benefits in 1959-60 were higher than the revenue, even at the new contribution rates effective in that year. This entailed a loss to the Fund of \$135,-762,337.64.

As has been stated in previous reports of the Committee, the difficulty, it is apparent, is that a balancing revenue has not been provided to pay the expenditures for the heavy seasonal benefit payments, and loss by payments under the regulations for fishermen.

It is most difficult to estimate how great the drain on the Unemployment Insurance Fund will be during the forthcoming months.

It is not safe to estimate that the Fund will have a balance of greater than \$140,-000,000 to \$150,000,000 at the end of March 1961, and should unemployment be higher than last winter the Fund may well be lower than the figures mentioned.

# **UNEMPLOYMENT INSURANCE FUND**

(Selected figures taken from Commission's monthly reports)

—	Profit or Loss on Sale of Securities		Total Net Revenue		Total Expenditure		Balance in Fund
	1958	1959	1958	1959	1958	1959	
Month							
October.....	L 81,572.90	—	20,283,200.00	23,357,196.24	20,225,925.74	13,761,554.32	643,934,049.60
November.....	L 1,597,842.09	L 687,250.00	19,045,678.09	27,823,610.54	21,099,485.80	17,479,376.35	641,880,241.89
December.....	L 3,169,590.19	L 1,465,587.50	17,013,284.32	28,576,933.39	33,530,160.00	32,661,332.95	625,363,366.21
	1959	1960	1959	1960	1959	1960	1960
January.....	L 200,000.00	L 227,500.00	20,244,892.32	29,135,805.55	58,617,337.64	54,344,674.19	586,990,920.89
February.....	L 2,230,088.43	L 3,209,437.50	18,446,070.36	24,841,607.92	58,037,486.77	62,585,968.43	547,399,504.48
March.....	L 4,526,424.42	L 2,825,671.50	18,238,257.70	32,588,270.44	65,826,604.67	74,837,064.30	499,811,157.51
April.....	.....	L 894,173.50	14,581,844.02	22,194,917.24	59,930,502.62	61,767,880.26	454,462,498.91
May.....	L 525.00	L 812,280.00	18,831,693.78	25,187,592.93	40,446,281.55	52,213,351.82	432,847,911.14
June.....	.....	L 3,631,000.00	19,406,132.90	23,735,928.09	18,101,353.40	26,841,962.03	434,152,690.64
July.....	.....	L 280,910.00	21,791,667.44	29,878,737.04	14,587,217.11	19,702,606.90	441,357,140.97
August.....	P (1) 2,280.00	L 1,393,826.25	20,426,861.74	28,320,628.14	13,123,155.75	21,356,560.34	448,600,846.96
September.....	.....	L 516,074.58	19,653,518.86	27,335,026.34	13,375,586.41	21,136,259.61	455,238,779.41
<b>TOTAL.....</b>	L 11,803,763.03	L 15,943,710.83	228,263,101.62	322,976,253.86	416,901,097.46	458,738,591.50	

(1) Recovery of a loss recorded on a previous sale.



In addition, after the end of the fiscal year March 31st, 1961, there will be heavy expenditures, in excess of revenue, due to seasonal benefit claims during April and May. By the end of May 1961 the Fund will possibly be as low as \$85,000,000 and certainly at a most unsafe level.

Section 89 (1) of the Unemployment Insurance Act specifying the duties of the Committee reads in part as follows:

...and shall also make a report to the Governor in Council on the financial condition of the Fund whenever the advisory committee considers that the Fund is or is likely to become, and is likely to continue to be, insufficient to discharge its liabilities, and may make a report on the financial condition of the Fund at such other times as the Advisory Committee may think fit.

Section 89 (2) reads in part as follows:

...the report shall contain recommendations for such amendments of this Act or the regulations as the Advisory Committee considers appropriate, and an estimate of the effect that the amendments recommended will have on the financial conditions of the fund.

In its report of July 8, 1958 the Committee reported regarding the drain on the Fund, in part as follows:

The Committee calls attention to the serious drain on the Fund created by the heavy load of payments during the year.

Special mention is made of the very heavy expenditures which have been required to meet the Seasonal Benefit Payments.

There was, unquestionably a need for the special provisions to meet the emergent situation last winter. The Committee is gratified to find that the benefit payments could be made so satisfactorily through the Commission offices.

It is a fact, however, that the burden of this expense, in the opinion of the Committee, should not be imposed on the Unemployment Insurance Fund, unless the loss to the Fund is made good.

We trust that the Government will take action to replace the drain on the Fund, (by reason of extension of the Seasonal Benefit Period) by a grant.

In this connection, attention is called to the drain on the Fund by the enactment of provisions for payment of benefits to Fishermen. In the fiscal year the drain on the Fund is reported as four and one-half million dollars. In a full year the drain will be ten million dollars.

Repeating previous recommendation, we submit, that the loss to the Fund, by extending benefits to Fishermen, should be paid from sources other than regular contributions.

In compliance with its statutory duty imposed by section 89 of the Unemployment Insurance Act the Committee in its July 1958 report made recommendations and paragraphs 31-32 and 33 of the report are quoted hereunder.

#### *Recommendations—Commission Proposals*

The Committee recommend for your favourable consideration the following proposals of the Unemployment Insurance Commission:

1. revise existing schedules of contribution and benefit rates by the addition of two new classes at the top of the earnings range; readjust and consolidate some of the lower classes and revise rates of allowable earnings;

2. provide for elimination of wage ceiling of \$4800.00 in present Act and substitute authority for the Commission to fix a higher wage ceiling to suit conditions.

#### *Recommendations to Stabilize Fund*

There is agreement on the need for additional revenue for the fund. Under the Provisions of the Act it is the Committee's duty to so inform you.

Recognizing that the original Unemployment Insurance Plan has been extended over the years: (1) to provide benefits for workers, in the winter months, whose periods of contribution are intermittent and limited; (2) to extend coverage to many classes recognized as poor risks; provisions for whom would otherwise have fallen on Government, at some level, the Committee respectfully recommends that the division of responsibility for revenue to the Fund as between Employers, Employees and Government be adjusted so that the contribution from each be made equal; in other words, that the contribution from the Government be made equal to one-half that of the combined contributions from Employers and Employees.

In amplification of the reasons for the recommendation that the Government contribution be increased, attention is called to the following, as some of the expenditures, with which the Fund has been burdened and for which provision for sufficient balancing revenue has not been made,—

1. Benefits for Fishermen, which in a full year will create a drain of ten million dollars.

2. Extension of Seasonal Benefits, which have created expenditures double those contemplated.

3. Inclusion of Lumbering and Logging Industry.

4. More generous regulations permitting Seasonal Workers to obtain benefits more readily.

5. When coverage has been broadened it has had the effect of bringing in groups which created a drain on the Fund, for example Fresh-water Sailors and Stevedores.

The rates for contributions were increased effective September 27, 1959. However there was no balancing revenue provided to meet the heavy expense of the seasonal benefits and the rate of contribution to be paid by the Government was not increased.

The increase in contribution rates was based on the Actuary's report and the theory upon which the actuarial calculations were made was that the level of employment for the five years 1959 to 1963 inclusive would equal the average level of the five years ended March 31, 1958. This theory up to the present has proved to be far too optimistic.

The unemployment benefits have been very much higher than provided for by the revenue even with the increased rates. Added to which is the fact that the expenditures necessitated by the seasonal benefit

requirements have been steadily increasing. The loss by inclusion of fishermen has been heavy.

The Committee again met in July 1960 to consider the standing of the Fund as at the end of the fiscal year March 31, 1960.

	1960	1959	1958	1957	1956
		(in thousands of dollars)			
Balance at Credit of Unemployment Insurance Fund .....	365,892	499,811	744,200	878,441	859,471

The decrease from 1959 was \$139,919,000.

The balance shown does not represent the market value of Securities held. Under the existing Bond Market conditions, the value of the Balance is 8% to 9% less than that shown.

The Committee reports its concern regarding the rapid decrease in the balance, namely, a drop from \$859,471,000 in 1956 to \$365,892,000 in 1960. We consider it is now below a safe level and there is a danger of it becoming insufficient to discharge its liabilities.

This concern is increased by the fact that May 1960 figures show the Fund has dropped to \$299,293,511.04 and by the end of June 1960, according to preliminary figures, it will show a further decrease of \$3 million—the June 1960 loss being due to loss on sale of Bonds.

3. The Committee calls special attention to two of the several items which create major drains on the Fund. The first referred to being:

(a) *Extension of the Seasonal Benefit period* by two months in each of the last two Winters and extension of three and one-half months in the Winter of 1957-58. These extensions cost \$110,208,000 and the expenditure made it necessary to sell securities at a loss of 8%, making the total cost \$119,024,000.

No revenue was provided by Parliament when the concessions were granted. We recommend that the total cost, namely \$119,024,000 paid out of the Fund, be replaced by a Government Grant.

We submit, in all fairness to the Unemployment Insurance Plan, that this replenishment should be provided. We respectfully submit that Parliament met the emergent condition of seasonal unemployment prevailing during extended periods by instruction that benefits were to be paid out of the Unemployment Insurance Fund but did not provide for a source of balancing revenue to meet the expenditure. We submit that the actions proposed would be logical and proper and that a grant to the Fund, as proposed of \$119,024,000 would receive general approval.

(b) *The second major item of drain on the Fund is caused by the extension of coverage to the Fishing Industry.* The loss to the Fund during the past three years has been approximately \$23,000,000.

It has been the experience of the Commission that it is impossible, due to the nature of the Industry, to devise Regulations to equitably treat unemployment in this Industry under the Unemployment Insurance Plan because, in the large majority of cases, there is no contract of service and, consequently, the control provisions of the Act are of little value.

The Committee respectfully recommends that assistance to unemployed Fishermen should not be financed through the Unemployment

Paragraphs of the report are quoted below:

2. The Committee reports that the balance in the Unemployment Insurance Fund as at March 31st, 1960, was \$365,892,000. The comparison with other years is shown below:

Insurance Act and that other means be found to finance assistance to Fishermen.

Part of the \$23,000,000 loss to the Fund caused by the coverage of the Fishing Industry has been included in the cost of extending the period for Seasonal Benefits. The balance of the loss would approximate \$12,000,000. This amount it is submitted should also be refunded. The total that is requested to be refunded is, then, \$119,024,000 plus this \$12,000,000 balance making a total of \$131,024,000.

#### *Conclusions Arrived at October 27, 1960 Meeting*

As hereinbefore stated the Fund will probably be reduced at March 31, 1961, to under \$150,000,000 and by the end of the Seasonal Benefit payments, say at May 31, 1961, will be not more than \$85,000,000.

The Committee finds no grounds upon which to modify the recommendations contained in its reports of July 8, 1958, and July 27, 1960 and respectfully and urgently repeats its previous recommendations regarding increasing the Government's contribution and also replenishing the Fund by a grant as recommended in the July 1960 report. The Committee expresses confidence that the Government will take suitable action.

#### *Earnings in Respect of Vacation Periods*

Mr. George Burt, Canadian Director, United Automobile Workers, met with the Committee by appointment to discuss the proposed method for dealing with "Earnings in Respect to Vacation Periods".

He was accompanied by Messrs McDonald, Smith, Iverson, and Conway, all District officials of the United Automobile Workers.

The contention was that the vacation pay should not be considered as earnings for more than the vacation period, for example—the vacation period might be fixed for a two-week period. A man might have vacation pay equal to three-weeks earnings. If there was a shutdown after the vacation period the contention was that unemployment insurance benefit should be paid for the third and subsequent weeks.

The Commission's proposal was that, in such a case (should the vacation period be followed by a shutdown) there would be



no unemployment benefit paid for the first week of the shutdown since the employee would have received vacation pay for a three-week period.

The further statement was made by the delegation that in the case of a man who had earned vacation pay equal to a period less than the vacation period he should be paid unemployment benefit for the second week of the vacation shutdown, in other words, that benefits should be paid in both examples.

The Committee gave the delegation an attentive hearing and the delegation withdrew.

This question had been discussed at the July 1960 meeting of the Committee. The section of the minutes dealing with the matter follows:

31. *Earnings in Respect of Vacation Periods—*

Mr. McGregor read a memorandum from the Commission stating that an anomalous situation had recently arisen with regard to the allocation of the earnings of claimants who receive pay from their employers in respect of a period of vacation shut-down. From November 1958 up to the present time, the regulation governing this matter had been amended several times and, in respect of an amendment made in March 1960, confusion and misunderstanding had arisen.

The Commission had decided to suspend the March 1960 regulation, and now requested the views of the Committee on its proposal to restore a regulation put into effect in November 1958. This regulation had provided that holiday pay was to be applied to the whole period represented by the pay when pro-rated at the employee's normal weekly rate of wages.

32. It was moved by Mr. Urquhart and agreed unanimously that the November 1958 regulation be restored, effective January 15, 1961, with the stipulation that Mr. McGregor and Mr. Andras confer on the implication of the term "usual basic earnings" which had been contained in the regulation and, if the intention could be better expressed in different words, recommend a substitution to the Commission.

*Decision*

After considering the representations made by Mr. Burt and his Committee, and also in consideration of the fact of the previous unanimous decision, it was decided not to change the decision of July 1960.

*Unemployment Insurance Benefits to Persons Aged 65 and Over*

At the July 1960 Meeting the Commission presented a memorandum dealing with the claims from older workers, reporting the heavy incidence of such claims, their long average duration and the financial drains arising therefrom. The problems of placing older workers was detailed in the report, and reasons given for the doubt that many really were seeking work, rather than that they were not simply applying for work in order to obtain benefits.

The Commission, at the July 1960 meeting, made three suggestions for consideration, as follows:

1. To treat a claimant's income from an industrial pension as earnings for benefit purposes.

2. As an alternative, to discontinue coverage after an insured person was within a stated number of years of retiring age.

3. As another alternative, to require any person who becomes a claimant after he has gone on pension or reached retiring age (for example, 65) to requalify wholly on contributions made after that date, as evidence of attachment to the labour market.

There was a full discussion at the July 1960 meeting, but no agreement.

The "employee members" expressed the firm view that the situation had not changed since the discussion in 1948 and 1949. It had been acknowledged then that to cut a man off benefit because he drew a pension was the same as to apply a means test, which has no proper place under an unemployment insurance plan. It was said that, as a man passes age 50, it becomes exceedingly difficult for him to find a job. They felt that the Commission had been very efficient in its administration, i.e., in getting pensioners who do not wish to work off its benefit rolls. They were in agreement in urging the Commission not to discriminate because of age and emphasized that many people of age 65 or over just cannot go out and get a job for 15 weeks to requalify for benefit.

The "employer members" were in favour of some control which would eliminate the man who was not actually seeking work. They were of the opinion that there were many who were drawing benefits, who were being paid retirement pensions and Old Age Security pensions who were not really in the labour market.

The question was laid over until the October meeting, with a request that the Commission ascertain how other countries dealt with this problem.

At the October Meeting the Commission reported regarding other countries as summarized hereunder:—

1. The I.L.O. report (issued in 1955) said "it is sometimes desirable to exclude persons above a certain age from the coverage of unemployment insurance".

2. The I.L.O. report pointed out that virtually all countries provide for disqualification from unemployment benefit when applicant was in receipt of one or more types of other social security benefits.

3. The I.L.O. report also points out that a number of the existing unemployment benefit schemes contain exclusion based on age.

4. In regard to the United States the rules vary in the different States, nearly half of the States treat pensions as earnings, which has the effect of reducing Insurance payments.



In view of the unbalanced attendance (only two "employee members"), no conclusion of the problem could be reached at the October meeting.

It was decided, however, to give particulars of the problem in this report and to state the matter would be further discussed at the next meeting.

In the meantime the Commission staff was fully aware of the problem and was doing what it could to eliminate improper claims.

All members of the Committee believe that persons really anxious for employment and capable for work, who have contributed for benefits should not be denied them. Nevertheless they are gravely concerned about the improper claims and the drain on the Fund. It is hoped the Commission can devise an administrative procedure which will stop fraudulent claims; at the same time the Committee has full appreciation of the difficulties, when the opportunity of testing applicants by referring them to work is not always available.

#### *Impact of Payment of Benefits to Married Women*

Consideration was given to a Commission memorandum outlining the history of the regulation formerly applied as a test of the availability and willingness of married women to work, the revocation of this regulation and the ensuing increase in the amount and volume of married women claims, and suggesting several possible remedies for the serious situation which had developed. The Dominion Bureau of Statistics showed that claims from married women were proportionately greater in volume and amount than claims from single women, and exhaustions of benefit rights were considerably more numerous. This led to the conclusion that, because of the responsibilities of marriage, children and the care of a home, and because of the lessened necessity of receiving an income from working, many married women, particularly in the age group 25 to 44, are claiming benefit when they are really unemployed and available for work, or unable to find work. Possible remedies suggested by the Commission were:

1. A married woman could be allowed a voluntary exemption from payment of contributions.

2. A married woman could be excluded from receiving benefit if her husband was employed.

3. Regulations along the lines of those previously in effect could be reintroduced. (This would only affect recently married women and would not deal with the problem of the woman who re-enters the labour market after her children are of school age.)

4. A married woman could be disqualified as not available for employment if she had children under school age (five years of age or under).

5. A married woman could be required to establish qualification wholly on contributions made after marriage.

The problem has been discussed at every meeting of the Committee, without an agreement being reached on a recommendation which would be unanimous.

The "employer members" favour reinstatement of the regulation providing that a woman after marriage should be required to prove attachment to the labour force by a period of employment before she would be considered for benefit payments. There is no reason, however, to believe that such a regulation would be any more acceptable than was that previously revoked at Government level because of strong objections on the ground that it was discriminative.

The "employee members" believe the problem is an administrative responsibility and favour more referrals to the Boards of Referees of the cases where there is conviction that the applicant for employment is simply interested in obtaining unemployment benefits.

Until the Committee reaches agreement, a recommendation based on a divided opinion of the members of the Committee is, obviously, inadvisable in view of the circumstances which brought about the revocation of the previous regulation.

This problem is, of course, one common to all countries where unemployment insurance is in effect. Attached to the report are some notes on the practices of other countries.

Some of the provisions in other countries are quite similar to the married women regulations which were applicable for several years in Canada and which were revoked in 1957.

The Unemployment Insurance Code for the State of California, in 1955 passed a section applicable to both men and women who leave employment to be married or because of marital duties. The section restricted their right to claim benefits.

Making the section of the Code applicable to men and women was probably to circumvent charges of discrimination but the restrictions would seldom apply to men.

One proposal which seemed to members of the Committee worth a trial was that the practice be followed of referring cases where there was good grounds for believing the applicant was seeking benefits rather than employment to the Board of Referees.

To make such a plan work there would require to be less formality about cases before the Boards, and an understanding that it was an opinion which was desired rather than a firm decision.

There is the strong probability that a requirement of this kind would mean that many improper applications would disappear.

The officials of the Commission and the members of the Commission were not impressed with the proposal. Based on experience they were inclined to the view the Boards would favour the applicants unless proof was given they did not want work. When there were no jobs available, they asked "how can proof be obtained?" The Committee believes that the responsibility for proof should rest with the applicant.

The Committee is very anxious that every possible means be taken to strengthen the authority of the Commission and its staff so that the objectives of the legislation may be fulfilled, e.g., "that those persons seeking employment who are eligible for benefits be given prompt payments, but that those who make false claims are denied benefits and those knowingly guilty of fraud are punished."

The Committee will continue its study of the problem, and it is confident that the Commission will also give it constant attention. The drain on the Fund is considerable and warrants the matter being reported. Means must be found to check the improper claims. It is hoped a method of strengthening the administrative procedure may result which would be much more satisfactory than the adoption of a regulation which could be claimed to discriminate against women.

#### *Staff*

The Committee wishes to record its appreciation of the action of the Minister and the Government in granting authority to the Commission to increase its supervisory staff and to increase the number of enforcement officers.

Respectfully submitted,

A. MACNAMARA,  
*Chairman.*

#### *Report Approved by*

Alan Y. Eaton  
James Hunter  
H. Shoobridge  
T. C. Urquhart  
A. Andras  
J. G. McLean  
S. A. Stephens

### **Memorandum Containing Notes on Provisions in Unemployment Insurance Practices Regarding Women Who Leave Employment Because of Marital Responsibilities.**

#### *France and New Zealand*

These countries pay unemployment assistance, as their schemes of protection against unemployment are not insurance schemes. In both countries, a married woman is disqualified from receiving an unemployment allowance if her husband is able to maintain her.

#### *Belgium*

There are two forms of control:

1. Except for a few limited categories, daily reporting is required of unemployment insurance benefit claimants, whether male or female.

2. Any unemployed woman claiming benefit (a) as a qualifying condition must attend where appropriate the general or special training courses in accordance with the terms laid down by the Minister of Labour;

(b) may either be disqualified or have her previous credits cancelled and be required to re-establish qualification through a further period of insurable employment if she has refused suitable employment, or left employment without just cause, or been dismissed due to circumstances within her control.

#### *Germany (Federal Republic)*

The unemployment insurance law exempts married women:—

(a) in home industries with low earnings (not over a specified monetary amount per week), and

(b) in any employment ordinarily not exceeding 24 hours a week or paid not more than a specified small monetary amount per week (the provisions of (b) apply to any employee whether male or female).

#### *The Netherlands*

A claimant whether male or female cannot qualify for benefit unless such claimant is the breadwinner for the household. The income of other members of the claimant's household is taken into account and is verified by enquiry at the home.

#### *Ireland*

A married woman must have paid 26 contributions *after marriage* to qualify under the general scheme. For this, the ordinary requirement is similar to that of the United Kingdom (i.e. 26 weeks of contributions paid since first entry into insurance and 50 weeks of contributions paid or credited in the preceding contribution year, with a reduced rate of benefit payable if the number of contributions paid or credited is less than 50, but at least 26).

#### *Britain*

A married woman who, although working, elects not to be insured is exempted from payment of national insurance contributions. This provision is based on the principle that unemployment insurance is unnecessary for people who are *prima facie* not dependent on employment for their own livelihood.

Since the national insurance contribution (covering unemployment, sickness, old age, etc.) is a sizable weekly amount, nearly fifty per cent of married women in employment in Britain take advantage of the exemption and rely on their husband's insurance. Those who elect to be insured are apparently eligible for benefit without any special restrictions.

## United States

The individual State unemployment insurance laws differ in their provisions but a large number place restrictions on the payment of benefit where 1. unemployment is due to marital obligations (21 States) and 2. unemployment is due to pregnancy (35 States).

1. *Marital Obligations.* A claimant who leaves work voluntarily because of marital obligations (including leaving to get married) is deemed unavailable for employment in five States and is disqualified in 16 States. (In two of these the disqualification is limited, in the other 14 it is for the duration of the unemployment). However, in numerous States the disqualification or presumption of non-availability following such separation is removed in the following circumstances:

(a) if the claimant has again worked a specified period (e.g. 5-14 weeks in Maine)

or has earned a specified amount (e.g. \$200 in Indiana);

(b) if the claimant has become employed in bona fide employment (e.g. California, Illinois);

(c) if the claimant has served a specified disqualification period (e.g. 10 weeks in Colorado);

(d) if the claimant has become the main support of her family (e.g. California, Minnesota).

In some States, (e.g. Minnesota) all wage credits are cancelled if the claimant was dismissed because of the employer's rule against retaining married women in his employ. This cancellation of credits is not applicable if the claimant leaves to join her husband in his new residence and immediately upon arrival enters into the labour market and makes reasonable efforts to obtain work.

## 5th Annual Convention of the Quebec Federation of Labour

Unemployment and formation of new political party given most prominence during three-day meeting. Resolution favouring new party adopted almost unanimously

(Translation)

The formation of a new political party and increasing unemployment were the two most important subjects to come under discussion by the delegates to the 5th annual convention of the Quebec Federation of Labour (CLC), which took place in Quebec November 17 to 19.

Of about 500 delegates present, almost all were in favour of the formation of a new political party, and several union heads who at last year's convention had been opposed to such a project announced that they were now completely convinced of the necessity of such action.

An evening was devoted to a study period on the new party.

The resolution that gave rise to the most lively discussion, however, was that recommending the exchange of labour delegations between Canada and Communist countries. By a strong majority, the delegates reversed the decision of the resolutions committee, which had recommended rejection of this resolution.

During the three-day convention, delegates studied more than 200 resolutions dealing with a wide variety of subjects, ranging from respect for the rights of man to health insurance, as well as the necessity of forming a Department of Education in the province of Quebec.

At the end of the convention, the delegates re-elected the entire outgoing executive committee by acclamation.

Two provincial ministers, Hon. René Hamel, Minister of Labour, and Hon. René Levesque, Minister of Public Works, were present.

The convention was opened by J. B. Hurens, President of the Quebec Labour Board. Gérard Moisan, acting Mayor of Quebec, and Roland Barette, of the Co-operative Council of Quebec, also spoke.

The International Confederation of Free Trade Unions sent a fraternal delegate, Roger Dekeyser, President of the International Union of Transport Workers and a senator in the Belgian Government.

The President of the Canadian Labour Congress, Claude Jodoin, also spoke.

### Roger Provost

Economic planning, a policy of government controlled economy, is the only means that can produce full employment, declared QFL President Roger Provost in his opening address.

Only the Government can set this mechanism in action, he added, but specified that it would not be necessary to nationalize industries in order to assure this planning on a national scale, but rather to nationalize initiative.

Economic planning, a policy of government controlled economy, is the only means that can produce full employment, declared QFL President Roger Provost in his opening address.

"It matters little whether this measure is called planning, state controlled economy, or socialism. What we are interested in





—Federal Photos, Montreal.

**Executive of the Quebec Federation of Labour, all re-elected for another term in 1961, left to right: Adrian Gagnier, Treasurer; Edouard Larose, Vice-President; Roger Provost, President; Jean Gérin-Lajoie, Vice-President; and John Purdie, Secretary.**

doing is finding, within the framework of Canadian political democracy, the means of securing work for the thousands of unemployed persons who do not know what to do with themselves."

In his 4,000-word speech, the President touched on only two subjects: unemployment and the formation of a new political party.

He reiterated that the labour movement does not wish to form a labour party.

"We wish to contribute to the formation of a political party in which will be included farmers, members of co-operatives, citizens with liberal views, and workers," he said.

Mr. Provost denied the existence of a two-party system in Canada at the present time, and stated that the workers are striving for the formation of a new political party, "not out of any lust for power, but from a strong desire to accomplish their self-imposed mission, that of making this country truly democratic."

Mr. Provost stressed the necessity for Quebec to be represented when the new party is created. "The province of Quebec has its own characteristics, traditions, and culture. Therefore, it is essential that in the new party it be given the opportunity to work toward the full development of its culture and personality."

We acknowledge the political freedom of each worker who is a member of this Federation, Mr. Provost said, but every day

we realize more and more that problems of unemployment, social security, and many others can only be solved by a new party, and that it is the personal responsibility of each worker to contribute toward giving the workers the instrument they need to reach their legitimate goals.

### The New Party

The delegates decided by an almost unanimous vote to take an active part in the foundation of a new political party. The 500 delegates decided, with great enthusiasm, to approve this project, on both the federal and provincial levels, and to send a large delegation to the founding meeting in Ottawa next August, so that the interests of Quebec would be taken into account when the new party was formed.

The convention accepted the recommendations made by the Federation's representatives on the committee on the formation of a new party, which stated that:

1. The Quebec Federation of Labour should support and adopt the same resolutions concerning political action as were passed at the CLC convention in Montreal last April (L.G., June 1960, p. 562) and in Winnipeg in 1958 (L.G. 1958, p. 589) providing for union participation in the formation of the new party;

2. The QFL should co-operate with the provincial committee in sending a representative delegation from Quebec to the national meeting for the creation of the new party in Ottawa in August;

3. The QFL should co-operate with the provincial committee in creating an efficient organization in connection with constituencies and professional organization, with a view to the next federal elections;

4. The QFL should co-operate with the provincial committee in the preparation and organization of a meeting to form the new political party at the provincial level, with a view to assuring adequate representation for the workers of Quebec;

5. The QFL should co-operate with the provincial committee to create an efficient organization in connection with constituencies and professional organization, with a view to the next provincial elections;

6. The QFL should try to get its members to give full support to the forthcoming subscription campaign to the amount of one dollar per member...

Many persons who in the past had shown opposition to political action on the part of unions have changed their opinion, and are now in favour of action within the Federation.

The way was prepared by holding a study meeting the day before, sponsored by the Education Committee, to give precise information on the nature of the program, and on the structure of the new party. About 20 delegates spoke at this session, none of whom was categorically opposed to the project.

Robert Lavoie, of the International Association of Machinists, said he would support the creation of a new party as long as the financial resources of the unions were not involved. Leopold Lavoie, of the United Brotherhood of Carpenters and Joiners, agreed, and advocated that financial participation by union members remain voluntary.

A representative of the Oil, Chemical and Atomic Workers' International Union, Fernand Daoust, appealed to all union members in Quebec, and to citizens of the entire working class in the province, to give full support to the creation of the new party.

In addition, Jean Philip, of the United Textile Workers, stressed the fact that the workers were the group with the most experience in democracy, on account of their union activities, and said that this experience should be used to give Canada a truly democratic political party.

## Unemployment

The problem of unemployment was studied at great length by the delegates in the course of the three-day convention. A number of resolutions were adopted.

The main resolution put forth suggests two types of solutions, immediate and long-term, to the problem of unemployment.

Immediate solutions suggested were:

—Starting of all kinds of projects by the municipal, provincial and federal governments;

—Establishment of a system of quotas to control the importation of foreign goods which compete unfairly with Canadian products;

—Amendment of the Municipal Winter Works Incentive Program so that federal and provincial grants will cover the cost of materials as well as labour, and so that this assistance may be made available for the year round.

Suggested long-term solutions were:

—Adoption of a controlled economy that would provide for the development of all our resources, and the maintenance of full employment;

—Nationalization of public services;

—Installation in Quebec and the Maritime Provinces of factories for the processing of our raw materials;

—Creation of numerous trade schools for the training of specialized workers.

The convention also requested that the Federation form a committee of five members whose function would be:

—To investigate the employment situation by region and industry;

—To supervise the application of the Unemployment Insurance Act and the functioning of various divisions and offices of the Unemployment Insurance Commission;

—To make representations to members of the boards of referees and the advisory committees;

—To draw up a policy for the benefit of the working class in reference to unemployment and full employment, as well as a program for education and action, and to submit it in its entirety to the QFL Executive Committee.

The delegates also recommended measures such as subsidiaries to industry and construction during winter, the establishment of refineries and factories in Quebec for the processing of iron ore, the buying of products made in Canada, and the negotiation of a reciprocity agreement with the United States in order to eliminate the tariffs imposed by the United States Congress.

Several delegates suggested additional remedies. Raymond Lapointe, of the United Steelworkers of America, declared that Canada must have complete control over her credit in order to solve the problem of unemployment. He also suggested nationalization of chartered banks. One of the Vice-Presidents of the Federation, Jean Gérin-Lajoie, stressed the necessity of developing secondary industries. Fernand Daoust, of the Oil, Chemical and Atomic Workers' International Union, advocated the organization of mass demonstrations and marches on government centres.

## Unemployment Insurance

The delegates requested that unemployment insurance benefits be established on a basis of 52 weeks a year wherever a person is available for employment, willing to work, and is unable to find suitable work.

At the same time, they requested that benefits be based on 75 per cent of the claimant's wages.

Other resolutions passed by the convention requested that all hospital employees be eligible for unemployment insurance, and that a job, in order to be considered acceptable under the Act, carry wages and working conditions at least equal to those established by a collective agreement negotiated by a *bona fide* union.

Emile Boudreau, of the United Steelworkers of America, declared that governments "will only settle the problem of unemployment when it becomes too much of a financial drain on them."

The President of the Montreal Labour Council, Louis Laberge, criticized those "who make protests when they see that the unemployment insurance funds are diminishing, but who have no thoughts for those who are out of work."

## Exchange of Union Delegations with U.S.S.R.

The liveliest discussion of the entire convention centred on the question of the exchange of delegations between Canada and the U.S.S.R.

The resolutions committee recommended rejection of a resolution, submitted by Local 505 of the International Woodworkers of America, in favour of exchanges between Canada and Communist countries, but the convention rejected this recommendation.

The delegates who spoke in favour of such exchanges asserted that we would never achieve peaceful coexistence by isolating ourselves from Communistic organizations.

"If a war which might destroy the world is to be prevented, the two camps must become better acquainted with one another," said Jean-Marie Bedard, of the International Woodworkers of America.

Several delegates asserted that it was a good thing for Canadian workers to see for themselves what the situation is in Russia.

Those who did not approve of the suggested exchanges stated that in Russia there are no free unions as we understand the term in North America, and that it is not necessary to continually send visitors behind the Iron Curtain to see what is going on there.

The Chairman of the resolutions committee, Louis Laberge, said that this policy

should come under the jurisdiction of the International Confederation of Free Trade Unions.

## Other Resolutions

The delegates also passed resolutions requesting, among other things, that

—The amount of basic personal income-tax exemption be raised to \$1,500;

—The sales tax be abolished;

—The federal Government adopt an immigration policy that would provide for the integration of immigrants in the national employment program;

—The provincial Government create a Department of Education, and that education be free at all levels;

—Quebec institute a complete health insurance scheme;

—The provincial Government bring in compulsory car insurance;

—Quebec nationalize hydro-electric services;

—The minimum wages for all loggers be raised to \$1.50 an hour;

—The minimum wages for any work be \$1.00;

—Public service employees be given the right to strike;

—Capital punishment be abolished;

—Provincial government employees be given the right of association;

—All discrimination, whether for reasons of race, colour, religion, ethnic origin, or age, be forbidden;

—The provincial Government pass legislation granting equal pay for equal work.

## Guest Speakers

### Hon. René Hamel

One of the most serious problems in the field of labour-management relations was that of delays on the part of the labour Relations Board, asserted Hon. René Hamel, provincial Minister of Labour. He said there were at the moment hundreds and hundreds of cases waiting to be considered; he promised to remedy this situation.

Mr. Hamel also reminded those present that the Superior Labour Council was, at that very time, studying a proposed labour code, and promised that the provincial Government would pass legislation along those lines as soon as possible.

### Hon. René Levesque

The Minister of Public Works for Quebec, Hon. René Levesque, warned the QFL against the pessimism that is presently leading its members to create a new political party.



Speaking at the banquet at the close of the convention, on the very day when it had been decided by an almost unanimous vote to participate in the creation of a new political party, the Minister asked union members to have confidence in the new provincial Government.

He stressed the fact that the new Government of Quebec was sympathetic to the cause of the working man "in a way that no previous Government has ever been." He told the delegates that their requests for reform of the Labour Relations Board, for a labour code, and for equal wages, among other things, would be granted.

Mr. Levesque said that union members should not be absent from meetings, or let themselves be drawn into a new partisanship that could ruin the present climate. "You must strive to keep some doors open," he said.

When unions become powerful organizations, they must not forget that the union exists for its members, rather than the members existing for the syndicate, he said.

#### **Claude Jodoin**

CLC President Claude Jodoin denounced provincial leaders who were attacking labour unions, and warned the QFL that it would have to be on guard if it wished to prevent damaging labour legislation.

Mr. Jodoin said that private enterprise could not exist without unions—free unions—and reminded the convention that free unions are the safeguard of democracy, and that wherever a dictatorship is set up, the first action of the regime is to abolish free trade unions.

The President of the CLC asked the Government to wage a war against unemployment, and suggested deficit financing in order to stimulate the Canadian economy, and thereby remedy the present economic crisis.

Mr. Jodoin requested that the QFL bring pressure to bear on the Government of the province to recognize civil service associations.

#### **Roger Dekeyzer**

There is no doubt that the best workshop in which to mould a true democracy is the free trade union, declared Roger Dekeyzer of Belgium, President of the International Federation of Transport Workers, and fraternal delegate of the International Confederation of Free Trade Unions.

"Industrially advanced countries can pour billions and billions of dollars into underdeveloped countries," he said, "but there

is no guarantee that the countries concerned will develop along stable, democratic lines, and become part of what we call 'the free world', if the benefactors do not sow the seeds of democratic institutions which will meet the needs and aspirations of the masses of the population."

Mr. Dekeyzer, who is a Senator in his native country, declared that national independence is not a remedy for all evils, nor an end in itself, but simply the opportunity to satisfy legitimate aspirations.

He recalled that at the time of the founding of the ICFTU in 1949, Africa was represented by three organizations with fewer than 30,000 members, whereas today the ICFTU has 22 unions in Africa, with more than 1,250,000 members.

The development of the ICFTU into a world-wide union movement is mainly due to our skill in bringing together in one large world organization people from the four corners of the earth, differing in race, religion, and political convictions. "What unites us", he continued, "is our faith that we are serving the interests of all nations. We are united by a common belief in true democracy, and by our love of freedom of the individual and the nation."

#### **Elections**

Roger Provost was re-elected President of the QFL by acclamation. It is his fifth consecutive term of office.

The other members of the Executive Committee were also re-elected by acclamation Edouard Larose and Jean Gérin-Lajoie, General Vice-Presidents; John Purdie, Secretary; and Adrien Gagnier, Treasurer.

The delegates also chose six industrial vice-presidents and nine regional vice-presidents, who form part of the Executive Committee.

The industrial vice-presidents are: Fernand Daoust, manufacturing industries; Jean-Paul Ménard, wood, paper, and construction; Maurice Silcoff, textiles; H. J. Desroches, transportation and transport equipment; Roland Goedike, food; and Gérard Poirier, mining and metallurgy.

The regional vice-presidents are: René Mondou, André Thibodeau and Aldo Caluori, Montreal region; Roger Perreault, Northern Quebec; Benoît Laviolette, Gatineau and Laurentians; Jean Philip, South Shore and Eastern Townships; Oscar Longtin, Southern Quebec; J. B. Hurens, City of Quebec and district; and A. C. Robinaidne, St. Maurice district.

# Sixteenth Annual Convention of the Professional Association of Industrialists

Quebec employer organization gives most attention at two-day meeting to subject of profit-sharing, which it has had under study for year. Outgoing President voices concern over state of small business and secondary industry in Canada

The Professional Association of Industrialists, an employers' organization in the province of Quebec, held its 16th annual convention at Quebec from November 16 to 18.

Although the theme of the convention was "Private Enterprise in the Service of the Community," much more attention was given to the question of profit-sharing.

The PAI has, in fact, studied the problem during the year with a view to integrating such efforts into the industrial framework of the province of Quebec.

At the close of the convention, Fernand Girouard, of Montreal, Vice-President and General Manager of Volcano Limited, and Vice-President of the PAI, was named General President.

## President's Address

Lucien Arcand, outgoing President of the PAI, stated that the small or average concern needed a kind of brain trust it could call upon at any time, and a system of middle-term loans that would permit it to develop without losing control over its business.

Reviewing the economic situation, the President stressed that Canada was going through a period of structural unemployment brought about by the fact that our economy was not developing quickly enough to provide jobs for all those who were in need of them.

He deplored the fact that Canada was becoming known more and more as a raw material producing country and that imported goods were supplanting local products to an increasing extent on the Canadian market.

"Secondary industry is not attracting enough attention from government authorities," said Mr. Arcand.

He reiterated a criticism made by the President of the Canadian Manufacturers' Association to the effect that the present tariff structure in Canada was not realistic enough since, in many cases, it placed Canadian products in an inferior position to those from low-living-standard or mass-production countries.

Mr. Arcand declared that the small or average concern had need for a group of experts whose services it could engage for

some time to help reorganize its various departments on a scientific basis. He made it clear that the small concern could not pay the salaries offered by big business, and could not afford to engage the services of experts all the year round.

The second handicap of the small concern was the scarcity of capital, explained Mr. Arcand.

"For short-term funds," he said, "small and medium concerns depend on bank credit more than does big business. When money is tight, as happens periodically in Canada, this type of concern, which may be in full expansion, will often be subjected to intolerable pressure and be forced to curtail its activities."

Having stressed that financing by means of debentures was very difficult, in fact almost impossible, and that an increase in capital was possible only under exorbitant conditions which often led to control of the business, Mr. Arcand expressed the hope that a system of middle-term loans would be established.

"What the medium-sized concern really needs is a kind of middle-term loan, refundable in five or ten years, which will allow it to renew its equipment, and long-term credit so that it may expand without losing control."

He added that such credit could normally be granted by institutions similar to some European banks (*banques d'affaires*).

Mr. Arcand concluded by saying that if government were really convinced that the part played by the small and average concerns were of prime importance in our economy, they would not hesitate to aid them.

"These concerns, thanks to the fact that they have been decentralized, are providing industrial employment in certain areas which would otherwise offer no opportunities," he said.

## Philosophy of Profit-Sharing

"Profit-sharing, as a means to labour-management co-operation, will become increasingly important as industrial competition between the U.S.S.R. and the West increases", said Bertram L. Metzger, Director of the Profit Sharing Research Foundation of Evanston, Ill.

Mr. Metzger defined profit-sharing as "any method which brings about an increase in production and a decrease in cost price, resulting from human co-operation which can be obtained by direct participation of employees (in addition to their regular wages) in the total results of the enterprise as measured in terms of profits."

In his opinion, profit-sharing must develop into a new philosophy which will guide business administration.

The speaker borrowed from the American economist, John Bates Clark, the division of industrial relations into four phases, namely: rivalry, arbitration, sharing and co-operation.

Mr. Metzger noted that the major part of industrial relations was taking place at the level of the first phase, but he pointed out that "an increasing number of company heads who sincerely want to find a solution to the present social and economic problems are gradually turning towards profit sharing and co-operation. This is an encouraging sign".

External and internal forces were pushing employers and workers to seek co-operation, said Mr. Metzger, adding that:

In addition, we must not forget that Communism in itself constitutes a force which is driving the capitalistic system toward a conception of industrial relations based on co-operation. As competition becomes progressively keener between the Soviet Union and the Western World, employers and employees will be less and less able to assume the enormous expenses of waging a perpetual conflict between themselves. In this connection, profit-sharing and various forms of labour-management co-operation will inevitably have to play an increasingly important part in industrial relations.

Mr. Metzger held that collective bargaining must become more than a mere method of settling differences. It must be a

means of communication between employers and workers.

"We must at all costs abandon the idea of conflict in industrial relations so that we may draw nearer to an idea of co-operation," he said. "But as we approach this ideal, we will have to create new industrial relations techniques."

In conclusion, he suggested that the new techniques to be adopted should inevitably include, among others, cash payment profit-sharing plans, employee share-buying plans, and trusts in which the employees' profits may be deposited.

### Canadian Legislation and Profit-Sharing Plans

Raymond Normandeau, C.A., Quebec City, analysed the Canadian legislation as regards profit-sharing plans, and dealt with the bill then before the House of Commons concerning this matter.

He concluded that the Canadian legislation on income tax tended more toward encouraging the taxpayer to save money, through various long-standing methods, and also by more specific provisions on profit-sharing plans.

He examined Bill C-84, by which the Income Tax Act may be amended in connection with profit-sharing plans, and he noted certain improvements, but also some gaps, especially concerning the amounts which the employees wished to contribute to their own pension fund.

### Executive Committee

In addition to Mr. Girouard, General President, the Executive Committee of the PAI includes: Jean-Louis Lachance, Quebec, First Vice-President; Jean Brunelle, Montreal, Second Vice-President; Bertrand Langlois, Terrebonne, Treasurer; and Jacques Brillant, Rimouski, Secretary.

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## Trainmen, Conductors Planning to Amalgamate

Leaders of the Brotherhood of Railroad Trainmen and the Order of Railway Conductors and Brakemen have approved a formula for amalgamation. The proposal will be submitted to members of both unions for approval.

Conventions of both organizations last year adopted resolutions supporting the principle of amalgamation.

A joint statement by W. P. Kennedy, President of the Trainmen, and James A. Paddock, President of the Conductors, announced the agreement on the formula.

The Trainmen have a Canadian membership of about 22,500 in 116 Canadian locals; the Conductors, about 700 in 16 locals.



# National Business Conference on Employment

Winnipeg Chamber of Commerce and Canadian Chamber of Commerce are sponsors of one-day conference. The Minister of Labour speaks at conference luncheon

A one-day conference on employment, co-sponsored by The Winnipeg Chamber of Commerce and The Canadian Chamber of Commerce, was held in Winnipeg on January 23. Theme of the conference was "An Expanding Economy—Key to Employment."

Hon. Michael Starr, Minister of Labour, was the speaker at the conference luncheon. Leonard Hynes, Chairman of the Executive Council, The Canadian Chamber of Commerce, gave the keynote address. George De Young, President, Atlas Limited, spoke on "Canadian Application of European Experience."

## The Minister of Labour

"It is a mistake to suggest that any one measure will provide a solution to all economic problems; what is required is a comprehensive program that involves a certain amount of planning on all levels of government, industry and labour for the years ahead," Hon. Michael Starr, Minister of Labour, told the conference's luncheon meeting.

"It is no longer a case of government going it alone, of industry going it alone, and labour going it alone.

"The achievement of future economic and social objectives will require a degree of co-operation and consultation among government, industrial and labour leaders in order to maintain high productivity and to keep Canadian industry competitive," he said.

One place for combined action was the provision of increased training for Canadian workers, the Minister continued. "Here, the federal Government, along with the Provinces and with the co-operation of management and labour, can do much to raise the level of working skills in this country.

"In order to build our economy to a maximum degree we must have the highest possible degree of trained manpower."

Mr. Starr then listed recent actions by the federal Government to encourage expansion of educational facilities:

—The undertaking to pay 75 per cent of the provincial contribution for new vocational schools up to March 31, 1963; 50 per cent of the cost of training teachers, instructors and administrative staffs; 50 per cent of the cost of training persons who

have left school; and 75 per cent of the cost of providing training for unemployed workers.

—The provision of financial assistance to students attending institutes of technology.

—The provision of grants for construction of university residences.

The technological age requires that a nation of 18 million people must have a greater proportion of highly trained manpower than countries with a larger labour force, he declared.

Another recent government measure was the budgetary provision of double depreciation for industries establishing in areas where unemployment is consistently high and for industries manufacturing new products. "This should assist the establishment of new industries and the further provision of jobs," the Minister said.

Another step was the establishment of the National Productivity Council, which will assist "the co-ordination of the forces of production and distribution."

Here the Minister of Labour remarked that the achievement of the goal of high productivity would require the co-operation of management and labour.

"Labour and management will have to learn to live with each other in order to maintain productivity levels that will enable industry to be competitive," he said.

The recent budgetary measures that place emphasis on the growth of Canadian control and investment were designed to enable Canadian industry to compete on equal terms with industry owned outside the country.

In world markets, Canada was in competition with countries that are aggressively engaged in increasing their economic output while wages and per capita incomes remain low compared with those in Canada. Canadian industry is trying to remain competitive by increasing productivity while at the same time maintaining high wage levels and a high standard of living.

"This can only be accomplished by more efficient production methods and the use of technology," Mr. Starr said. "In a great many industries, the impact of increasing technology is having an effect on the means of livelihood of Canadians."

Because the unskilled worker is the first to be affected is the reason we must have an expanded and accelerated nation-wide

program of training, and the reason for the programs for retraining the unemployed and the provision of more adequate unemployment insurance and coverage.

"The responsibility falls upon industry and labour as well as Government to work out policies which will be national in scope, to deal with the tremendous effects of technological change."

His department, Mr. Starr said, had completed a number of studies of the effects of such changes in various industries, and was now engaged on a study of technological change on the railways.

The real root of the problem was the effect on human labour, the speaker said, and for this reason "the advent of automation in Canada must be accompanied by consideration for the human factor." Those displaced must be re-trained for other employment, and every effort must be made to minimize dislocation of the men and women in the factories.

Among other measures that the Government had lately taken, or would soon take to encourage the development of the country's economy, the Minister mentioned encouragement to the development of research in Canadian industry.

Mr. Starr gave some figures on the results of two other government moves to increase employment, the legislation providing for loans to small business, and the Municipal Winter Works Incentive Program.

Work amounting to some \$75 million will be provided as a result of the estimated 15,000 applications for loans. In the municipal winter works program, the federal Government had approved 5,119 projects so far, providing for work valued at an estimated \$232 million on which some 90,000 men will be given on-site employment and an equal number of off-site employment.

### Leonard Hynes

"Whether Canada can regain its former rate of growth and provide employment for all its people depends largely on whether we can compete successfully by increasing productivity and controlling costs so that our prices will be attractive to foreign and home consumers," said Leonard Hynes, who delivered the keynote address.

For far too long, he said, we have been blaming others for our troubles but most of them are our own design:

—We never learned to sell because "we didn't have to work very hard at it."

—We didn't resist excessive and rapid wage demands unmatched by productivity because "we were greedy and short-sighted."

"Our "made in Canada" problems can be overcome by "made in Canada" solutions, he suggested, and one solution we must seek is the means to increase our rate of growth so that we can absorb the recurring additions to our labour force. Short-term solutions, based on subsidies and make-work projects, are costly palliatives, he warned.

"To increase our rate of economic growth we must produce the kinds of goods and services that consumers at home and abroad want, at the prices they are willing to pay."

Pointing out that the three most important factors in selling prices are labour costs, taxes and profits, Mr. Hynes said that in Canada, "one of the biggest roadblocks to growth is the burden of taxation.

"Burdensome tax rates restrict business plans, discourage investment and minimize the incentives needed to stimulate enterprise and to attract venture capital." He told the conference that taxes in 1959 amounted to 33.2 per cent of national income, one third compared with one quarter in 1937.

The basic tax structure is due for careful review, he said, and there are areas in which the tax structure should be flexible. A purposeful application of tax policy could do much to stimulate desirable developments.

The Chamber of Commerce brief to the Senate Special Committee on Manpower and Employment had some specific suggestions along these lines, he said, citing as examples the provision, through a combination of accelerated depreciation and tax reduction, of incentive to the manufacture of items that are now imported but could be produced in Canada; the use of accelerated depreciation applicable to the capital cost of wintertime construction; and tax bonus arrangements for Canadian companies undertaking research engineering and design.

The need for increasing productivity was a recurring theme in the Chamber's brief to the Senate Committee, said Mr. Hynes. "To avoid being plowed under as other nations forge ahead, we must increase our productivity, collectively and individually.

"Productivity is the key to higher living standards, to more real income, to greater security through having the means to look after our wants, and to national well-being."

He compared the Canadian productivity record with that of competitor nations. From 1950 to 1957, productivity in Canada increased about 11 per cent, in the United States 17 per cent, in West Germany 44 per cent, and in Japan 130 per cent.

"To increase productivity is, of course, a responsibility shared by all," he declared. "It calls for teamwork on the part of management, government, capital and labour... All must be aware that added expense, unjustified by increased productivity, forces up costs and prices."

In the past, productive efficiency, continuing technological improvement and superior technology kept North American prices competitive in world markets. That superiority no longer exists, he warned. In Europe and Asia, modern factories with up-to-date equipment are producing goods equal in quality with those produced in North America, and foreign producers can make use of low-wage labour.

"We may argue that as the standard of living rises in foreign countries, labour costs will also rise. But what shall we do about unemployment in the meantime?" he asked.

"To achieve the required level of productivity, teamwork on a national scale is essential," Mr. Hynes concluded.

## H. George De Young

"To attempt to Canadianize European experience requires some rather far-reaching changes in Canadian thinking because European experience is the direct result of unity of purpose. If there is any recognized unified goal for all Canada, I cannot name it", said George De Young, who spoke on "Canadian Application of European Experience." Mr. De Young was a member of the Canadian Trade Mission that visited Europe in October 1960 and spent three weeks studying the European Common Market.

Summarizing the mission's findings, Mr. De Young said "first, the Common Market exists." It is "an operating trading community organized primarily with inward-looking goals. Their ultimate goal is to have a politically unified country." The great difference is that compared with Canada they have a goal.

Another goal of the six countries and the Common Market Commission is to improve the conditions of all people within the Common Market by maintaining a favourable balance of trade, by promoting free transfer of labour from one area to another to maintain full employment. They intend to attain self sufficiency in agriculture and manufacturing, by encouraging local production and trade, lowering production costs, and increasing output.

"There is nothing in the goal of the Common Market which says anything about the prosperity of Canada. It is not their

desire to increase trade with Canada unless that trade will assist them in reaching their goal."

Each country is working as hard as it can to increase its industrial production, Mr. De Young reported. The governments hold out incentives for industry to ensure modernization, and make combinations so as to be competitive in world markets.

Income tax for businesses is lower than in Canada. Because of flexible tax policies, manufacturers are able to quote low prices for anything to go into the export market. In Germany there is no tax on any commodity manufactured for export.

In Germany he saw steel mills tearing out equipment only 10 years old and replacing it with new modern equipment. "When you combine this with the encouragement of combines so as to develop large economic units, you may understand that even without state-wide organization we would find it difficult to compete against these mills," Mr. De Young said.

He was impressed by the protection given to production within the Common Market area. For example, in The Netherlands, the government does not consider competition from Japan and Hong Kong and India to be normal competition, so it is excluded.

The Common Market idea of free trade is: "How can we get into your market and keep you out of ours?"

To apply the Common Market experience to Canada, the first thing we need is unity, he said. Possibly the only way Canada will get the desire to achieve unity is through adversity. "Once the desire is here the rest follows naturally.

"To make a start toward unity, our governmental leaders must set a goal to make all segments of our economy competitive in world markets and in the Canadian market," Mr. De Young said.

"Our agricultural products and our mining products and our fish and our raw materials are going to be no more competitive in the markets of the world than our manufactured goods unless we unify to ensure that they are so.

"We must accept the changes necessary to carry our load in the economic portion of this total war. We must create a Canadian organization composed of government, labour, management, agriculture, primary and secondary industry, raw material and forest production, and service industry, who together can show these other organized economies that Canadians can compete."

This would be the Canadian application of European experience, he concluded.



# Labour Legislation of the Past Decade—III

Third of series of articles reviewing developments in labour legislation in Canada in 1951-60 period deals with anti-discrimination laws—fair employment, fair accommodation, equal pay—and with workmen's compensation legislation

The Legislation Branch of the Department of Labour has prepared a review of developments in labour legislation in Canada in the past decade, to supplement the article "Fifty Years of Labour Legislation" that appeared in the 50th Anniversary Issue of the *LABOUR GAZETTE*. The review is being published in instalments, of which this is the third.

The first instalment, which appeared in the December 1960 issue, covered labour

standards legislation. The second, in the January issue, concluded the review of labour standards legislation and dealt with laws concerning private employment agencies. This instalment deals with anti-discrimination laws—fair employment practices, fair accommodation practices, and equal pay for equal work—and with workmen's compensation legislation.

## Part 3—Anti-Discrimination Laws

A major development during the decade was the enactment of legislation designed to eliminate discriminatory practices in respect of employment and public accommodation, although two provinces, Ontario and Saskatchewan, had passed anti-discrimination laws in the forties.

In 1944, Ontario enacted the Racial Discrimination Act, making it an offence to display or publish any notice, sign, symbol or other representation expressing racial or religious discrimination. Saskatchewan passed a Bill of Rights Act in 1947 which asserted certain civil rights that were to be enjoyed by all persons without discrimination because of race, creed, religion, colour, or ethnic or national origin. These included the right to obtain and retain employment, the right to own and occupy property, the right to membership in professional associations and occupational organizations and the right to education. No enforcement pro-

cedures other than provision for a court action were set out in these early laws, and no administrative agency was established to secure compliance with their provisions.

Between 1950 and 1960 Parliament and six provincial Legislatures passed Fair Employment Practices Acts prohibiting discrimination in employment on grounds of race, colour, religion or national origin. Five provinces passed Fair Accommodation Practices Acts, which provide that services or facilities in public places must be offered equally to all. New federal regulations were adopted in 1960 aimed at halting discrimination in the provision of accommodation under the National Housing Act.

During the same period, also, Parliament and seven provinces enacted legislation designed to prevent economic discrimination against women workers solely on grounds of sex.

### Fair Employment Practices

The movement for positive government action against discrimination in employment began in 1951 when Ontario enacted the Fair Employment Practices Act, which provided that race, creed, colour, nationality, ancestry or place of origin must not be determining factors in the hiring, firing, promotion or conditions of work of employees or in admission to trade unions. With certain differences in the interpretation given to the terms national origin and religion, all the Acts contain the same basic provision.

The federal Government was next in the field, passing the Canada Fair Employment Practices Act in 1953, which forbade discrimination in employment within the legislative jurisdiction of the Parliament of Canada.

Two other federal anti-discrimination measures were introduced about the same time. One was a 1952 amendment to the Unemployment Insurance Act which required the Unemployment Insurance Commission to ensure that there was no discrimination by the National Employment Service on grounds of racial origin, colour, religious belief or political affiliation in referring workers to jobs. In effect, this incorporated into law a policy previously followed by the National Employment Service. The other measure was an Order in Council, effective January 1, 1953, that required a non-discrimination clause to be inserted in all federal government construction and supplies contracts. The clause requires the contractor to refrain from discriminatory employment practices based on race, national origin, colour or religion.

The second province to adopt this type of anti-discrimination law was Manitoba, which passed a Fair Employment Practices Act in 1953. Similar legislation was enacted in Nova Scotia in 1955 and in British Columbia and New Brunswick in 1956. In the same year (1956), Saskatchewan repealed the fair employment practices provisions of its Bill of Rights Act and replaced them by a separate statute, the Fair Employment Practices Act, which contained provisions for investigating and settling complaints and for enforcement similar to those in the other fair employment practices laws.

Under all the Acts, an employer may not refuse to employ or discharge any person or otherwise discriminate against any person in regard to employment or any term or condition of employment because of his race, colour, religion or national origin. He is also forbidden to publish advertisements, to circulate application forms and, except in Manitoba, to make oral or written inquiries in connection with employment which indicate discrimination.

In 1959 Saskatchewan amended its Act to prohibit not only any direct or indirect expression of discrimination but also any expression of intent to discriminate. The inclusion in an application form, advertisement or inquiry of any question or request for particulars as to an applicant's race, colour, religion or national origin was also forbidden.

Except in Nova Scotia and Ontario, an exception is permitted, however, where a preference as to race, colour, religion or national origin is based upon a *bona fide* occupational qualification, that is, a qualification actually and legitimately required because of the nature of the work.

These prohibitions apply to employment agencies as well as to employers. In addition, the federal Act and the Acts of Manitoba, Nova Scotia and Saskatchewan expressly forbid an employer to use an employment agency which practices discrimination.

The Acts also forbid discriminatory action by trade unions. No union may exclude anyone from membership, or expel, suspend or otherwise discriminate against any of its members because of race, colour, religion or national origin.

Some exceptions are provided for in all the provincial Acts. These are: employers with fewer than five employees (excluded in all Acts except those of Nova Scotia and Saskatchewan), domestic servants in private homes (excluded except in Nova Scotia) and non-profit organizations (excluded under all the Acts). As enacted, the Nova Scotia Act exempted employers with fewer than five employees but, by an amendment

in 1959, coverage was extended to all employers, regardless of the number of their employees. An employer of fewer than five persons is also excluded from the federal Act.

Two of the Acts provide exceptions to the general rule that educational institutions (like other non-profit organizations) are excluded. The British Columbia Act applies to schools operating under the Public Schools Act. In Saskatchewan, educational institutions are covered but the right of a school or board of trustees to hire persons of a particular religion where religious instruction forms part of the curriculum is recognized. The Manitoba, New Brunswick and Saskatchewan Acts are binding on the Crown (including, in Manitoba, Crown companies). The federal Act also applies to Crown corporations.

Enforcement procedures are initiated by the filing of a written complaint by an aggrieved individual (in New Brunswick, with the Minister of Labour; in the other jurisdictions, with the Director, an officer of the Department charged with the duty of dealing with complaints).

If the complaint is considered a valid one, an attempt at settlement is made through a departmental inquiry. Failing settlement through this means, the Minister is empowered to set up a commission of one or more persons to ascertain the facts and make recommendations as to how the matter can best be settled. The commissions are of the *ad hoc* type except in British Columbia, where the Board of Industrial Relations acts as a commission of inquiry. In practice, most complaints are settled at the first stage.

The board or commission, as the case may be, has full authority to summon witnesses, order the production of documents and enter workplaces, and must give the parties an opportunity to be heard.

Under all the Acts but those of British Columbia and Ontario, the Minister is required to give each of the parties a copy of the recommendations and may publish them if he thinks it advisable.

The Minister may issue whatever order is necessary to carry out the commission's recommendations, which may include reinstatement, with or without compensation for loss of employment. This order is final and binding on the parties except in Manitoba, where a person affected by an order has 10 days in which to appeal to a judge of the Court of Queen's Bench.

As a last resort, in case of non-compliance, there is provision for prosecution in the courts, for which the consent of the Minister is necessary. Failure to comply with an order is made an offence punishable

by a fine (in most of the Acts, up to \$100 for an individual and \$500 for a corporation or trade union). Under some of the Acts, a court may order an employer who has been convicted of a violation of the Act to reinstate an employee and pay him compensation for loss of wages.

Most of the Acts protect an individual who lodges a complaint or assists in the making of a complaint against discrimination or discharge by the employer.

Further, under most of the Acts, the right of an aggrieved individual to take action in court under any other provisions of the Act is not abridged. The Manitoba Act stipulates, however, that a person who initiates court proceedings may not make a complaint and *vice versa*.

In view of the fact that legislation by itself cannot change the attitudes of mind that are at the root of discrimination, some of the Acts made provision for the carrying on of educational programs to promote a

public awareness of the law. The federal Act and the Manitoba, Nova Scotia and Saskatchewan Acts authorize the Minister to undertake inquiries and other measures to promote the purposes of the Act. Under this authority the federal Department of Labour has sponsored radio talks and radio and television plays. It has also distributed pamphlets and posters and sponsored films showing the harmful effects of discrimination in employment.

In Ontario, a three-member Anti-Discrimination Commission was set up in 1959 to carry on a program of education to promote the elimination of discriminatory practices. Through its efforts, pamphlets and posters have been widely distributed. As part of the drive to eradicate prejudice against particular groups on account of race, language or religion, December 4 to 11, 1960, was proclaimed Human Rights Week for observance in the secondary schools of Ontario.

## Fair Accommodation Practices

Ontario passed the first Fair Accommodation Practices Act in 1954. The preamble to this Act read:

Whereas it is public policy in Ontario that places to which the public is customarily admitted be open to all without regard to race, creed, colour, nationality, ancestry or place of origin; whereas it is desirable to enact a measure to promote observance of this principle; and whereas to do so is in accord with the Universal Declaration of Human Rights as proclaimed by the United Nations...

Saskatchewan passed a Fair Accommodation Practices Act in 1956 and substantially similar legislation was enacted in New Brunswick and Nova Scotia in 1959 and in Manitoba in 1960.

All the Acts provide that the facilities, accommodation and services of places that are customarily open to the public—hotels, restaurants, barber shops, theatres, etc.—must not be denied to anyone because of his race, creed, colour, nationality, ancestry or place of origin. They also prohibit indications by signs, symbols, or advertisements in the newspapers, on the radio or by means of any other medium of communication that admission to any public establishment is restricted for racial or religious reasons. In Saskatchewan and Manitoba, these prohibitions apply to the Crown as well as to the general public. Places of worship are exempted in Manitoba.

In all five provinces action is initiated by the filing of a written complaint (usually with the Department of Labour) by the individual alleging discrimination. Complaints are dealt with in the same manner as complaints under the Fair Employment

Practices Acts, i.e., by investigation and conciliation and, if necessary, through a commission of inquiry.

In Manitoba, New Brunswick and Ontario, recommendations of a commission of inquiry may be implemented by an order of the Minister, which is binding on the persons affected. In Manitoba, the Minister must furnish the interested parties with a copy of the recommendations.

The Nova Scotia and Saskatchewan Acts rely on publicity to secure compliance. In these provinces the Minister responsible for the administration of the Act is not authorized to issue a binding order. He is required, however, to issue a copy of the commission's recommendations to each of the persons concerned, and he may order publication of the commission's findings, if he sees fit. Where these measures do not secure compliance, the complainant must seek redress through court action, for which the written consent of the Minister is required.

A person found guilty of a violation of the Act is subject to a maximum fine of \$50 (\$100 for a corporation). In Manitoba, Nova Scotia and Saskatchewan, higher penalties become applicable after a first offence.

The relevant Saskatchewan provisions state that a prosecution may be brought upon the information of any person alleging that there has been discrimination, and, where it is established that a person's right to accommodation has been denied or restricted, the onus is on the accused to prove that the restriction was *not* because of race, religion, colour or national origin.



Under all the Acts, the Minister may apply to the courts for an order enjoining a person who has been convicted of an offence from continuing the violation. In Manitoba, New Brunswick and Ontario, an injunction may be applied for, however, only with respect to a person who has been found guilty of displaying discriminatory signs or publishing discriminatory advertising.

In 1960, the federal Government, with a view to preventing discrimination in the provision of housing accommodation under the National Housing Act, amended the national housing loan regulations. The amendments make it a condition of every loan made by an approved lender and

insured by Central Mortgage and Housing Corporation that the borrower will not discriminate against any person by reason of his race, colour, religion or origin. They also provide for a review by an independent arbitrator of any allegations of discrimination.

Any merchant, builder or rental entrepreneur found guilty of practising discrimination on grounds of race, colour, religion or national origin will be debarred from obtaining further loans under the Act for a period of three years. To ensure that this penalty is made known to all National Housing Act borrowers, a clause to this effect will be inserted in every National Housing Act mortgage.

## Equal Pay

The principle of equal pay for equal work was first embodied in a law in Canada in 1951 when Ontario passed the Female Employees Fair Remuneration Act, effective from January 1, 1952. In 1952 Saskatchewan enacted an Equal Pay Act, followed by British Columbia in 1953. The federal Act (applicable to federal works, undertakings or businesses) was passed in 1956, as were the Acts of Manitoba and Nova Scotia. The Alberta Legislature approved equal pay provisions in 1957, and in 1959 Prince Edward Island became the seventh province to adopt such legislation.

Although there is some variation as to details, all the Acts have the same basic purpose—to prevent discrimination in rates of pay solely on the basis of sex. The British Columbia, Nova Scotia, Ontario and Prince Edward Island Acts prohibit an employer from paying a female employee at a rate of pay less than the rate paid to a male employee “for the same work done in the same establishment.” The Saskatchewan Act requires women to be paid at the same rate as men for “work of comparable character done in the same establishment.” In Manitoba, the terms used are “identical or substantially identical work.” The Manitoba Act also differs from the others in that it forbids discrimination against either sex in the payment of wage rates. It prohibits an employer from paying to the employees of one sex wages on a scale different from that on which wages are paid to employees of the other sex in the same establishment. Both the federal Act and the Alberta Act require women to be paid at the same rate as men for identical or substantially identical work. In all cases a difference in rates of pay based on any factor other than sex does not constitute a failure to comply with the legislation.

The provincial equal pay laws cover practically all types of employment. Em-

ployers of domestic servants and farm labourers are excluded in Alberta. In Manitoba and Saskatchewan, the provincial Government is considered as an employer under the Act.

The federal Act applies to Crown companies. It does not cover classified civil servants, however, since they are under the jurisdiction of the Civil Service Commission, which sets rates of pay according to classifications based on job content, irrespective of whether the work is to be done by men or women.

Provisions for enforcement are similar to those contained in the fair employment practices Acts, with the same emphasis on informal methods of investigation, conciliation and persuasion. Like the fair employment practices and fair accommodation practices laws, equal pay laws are enforced only through complaint.

An aggrieved employee must file a written complaint with the Director (under the federal Act, with the Minister of Labour; in Alberta, with the Chairman of the Board of Industrial Relations; and in Prince Edward Island, with the Labour Relations Board).

In all jurisdictions except Prince Edward Island, a two-stage enforcement procedure is provided for: first, investigation by an officer of the Department of Labour, and second, a more formal inquiry by a board, commission or referee. In Alberta and British Columbia, if the officer is unsuccessful in effecting a settlement, the complaint may be referred to the Board of Industrial Relations. Under the federal and Manitoba Acts, the second stage is the appointment of a referee, who may or may not be an officer of the Department of Labour, to conduct an inquiry and make recommendations. All the Acts stipulate that the parties must be given full opportunity to be heard.

The recommendations of the board, commission or referees, as the case may be,

may be put into effect by an order of the Minister, except under the federal and Alberta Acts, where the referee and the Board of Industrial Relations, respectively, may issue an order. Compliance with the order is required in all cases.

In Prince Edward Island, the Labour Relations Board is authorized to "inquire into the complaint and endeavour to effect a settlement of the matters complained of." There is no provision in the Act for a Board order, with which compliance is required.

One province, Manitoba, imposes a time-limit for the filing of complaints. An employee who fails to lodge a complaint within 30 days after receiving his or her first wages at an unlawful scale is barred from making a complaint and having it dealt with under the Act.

While the purpose of the Acts is to ensure fair remuneration through settlement by conciliation rather than by prosecution,

they all nevertheless provide penalties for employers who are convicted of failing to comply with the Act or an order. The fine that may be imposed varies from one jurisdiction to another, but is usually a maximum of \$100. Some of the Acts provide that, in addition to imposing a fine, a court may order an employer to reimburse an employee for the wages (subject to certain limits) she lost as a result of his failure to comply with the Act.

Under all but three of the Acts, a person who lays a complaint is protected against discrimination or discharge by the employer. Most of the Acts provide also that an aggrieved person may institute court proceedings against an employer, but stipulate that an employer may not be penalized twice for the same offence.

Under the federal and Nova Scotia laws, the Minister is authorized to undertake "inquiries and other measures" to promote the purposes of the Act.

## Part 4—Workmen's Compensation

The main developments in workmen's compensation legislation in the past decade were a continued upward revision of benefits, a reduction of the waiting period and a general extension of coverage. Although amendments to the Acts were frequent, the changes did not affect the principles on which the legislation is based. Basically, the system of workmen's compensation inaugurated in 1914 with the enactment of the Ontario Act remains unchanged.

Between 1952 and 1959 eight provinces raised from 66½ to 75 the percentage rate of earnings on which disability benefits are based. In some provinces the rate was raised in two stages, first to 70 per cent and later to 75. In all provinces disability pensions are now based on 75 per cent of average earnings, Saskatchewan and Ontario having adopted a 75-per-cent rate before 1950.

In the calculation of disability pensions, any excess of annual earnings above the ceiling provided in the Act is disregarded. The maximum annual earnings on which compensation may be paid, which in 1950 were either \$2,500 or \$3,000 in all provinces, were increased two or three times during the decade in all jurisdictions except Newfoundland, where the original \$3,000 maximum adopted in 1951 remains in effect. The highest ceiling on annual earnings is now \$6,000, the maximum set by the Saskatchewan Legislature in 1960.

The minimum compensation payment that may be made to a disabled workman was also increased in the ten-year period in most provinces and now ranges from \$15 to \$30 a week. One of the new features of

the Nova Scotia Act, as amended in 1960, is that it set a new minimum award for a permanently and totally disabled workman with dependent children equal to the amount payable to a widow with the same number of children under 16 years of age. For a permanently and totally disabled workman without at least two children under 16 years the minimum compensation award is, as before, \$100 a month. In making this amendment, the Legislature provided that the costs of paying compensation at the higher rate were to be paid from the Consolidated Revenue Fund.

In another 1960 amendment, the Nova Scotia Legislature increased permanent partial disability pensions in respect of accidents that occurred before April 1, 1959, providing that all pensions being paid on the basis of 66½ or 70 per cent of average earnings were to be re-calculated and paid on the basis of 75 per cent of earnings, the additional costs to be borne by the Consolidated Revenue Fund. A 75-per-cent compensation rate was adopted in 1959 but was made applicable only in respect of accidents occurring on or after April 1, 1959. This amendment made the 75-per-cent rate applicable in all permanent partial disability cases. Disability pensions in respect of past accidents were increased in only one or two instances previously. In 1954 the British Columbia Legislature increased all permanent disability awards, both total and partial, made before March 18, 1943.

In Saskatchewan, provision was made in 1953 for the payment of compensation to a workman for a recurring disability on the



basis of his current earnings if they were higher than his earnings at the time of the original injury.

As a result of frequent amendments, benefits to dependants in fatal cases were substantially increased in all provinces. Widows' pensions, which ranged from \$40 to \$50 a month in 1950, now range from \$50 in Prince Edward Island to \$100 in Saskatchewan. In Saskatchewan, the pension of \$100 a month provided for in 1960 is payable only to the age of 70, however. After the age of 70, when the recipient becomes eligible for old age security payments, the pension becomes \$75 a month. As a precedent for such action, the Alberta Legislature in 1952 and again in 1956 granted an increase in the benefit to widows or invalid widowers who were in receipt of compensation at an earlier scale of benefits until such time as the recipient became eligible for assistance under social legislation.

The immediate lump sum payment made to a widow to help meet the special expenses arising from the death of her husband was correspondingly increased. Only two provinces now retain the \$100 lump sum that was everywhere provided in 1950. In four provinces the amount paid is now \$300.

In Alberta (1952), Manitoba (1953), New Brunswick (1958) and Ontario (1960), all widows' pensions being paid according to a lower scale of benefits were brought up to the current level but no increase was provided in the current rate. Children's allowances were also raised to the current scale of benefits in Manitoba (1955), New Brunswick (1957) and Ontario (1960). In most provinces, increases in benefits are made applicable to all existing pensioners, with the additional costs in some instances (New Brunswick in 1958 and 1960 and Nova Scotia in 1959) being paid from the Consolidated Revenue Fund.

In Nova Scotia, the ceiling on the monthly allowance payable to a widow and children, which was raised in 1956 to permit payment for five rather than four children, was removed in 1960, enabling the Board to pay benefits in respect of all children in a family under 16 years, regardless of their number. Prince Edward Island is the only province which places a limit (six) on the number of children for whom an allowance is payable.

Children's benefits were doubled in the ten-year period. Ranging from \$10 to \$15 a month in 1950, they now vary from \$20 to \$35. Higher pensions, varying from \$30 to \$50 a month, are provided for orphan children. The amounts paid in 1950 ranged from \$15 to \$25 a month.

A new provision in Saskatchewan in 1959 gave the Workmen's Compensation Board discretionary power to pay a lump sum of not more than \$50 to each orphan child. A further amendment in the same year authorized payment of compensation for educational purposes, at the discretion of the Board, until a child reaches the age of 19. Neither of these provisions appears in any other provincial Act. In the other provinces no compensation may be paid in respect of a child, other than an invalid child, beyond the age of 18.

A new and separate allowance, not exceeding \$75 a month, for a wholly dependent mother of a deceased workman was introduced in Manitoba in 1960. All persons in this category in receipt of benefits when the amending Act went into force were made eligible for the new allowance. Previously, a dependent mother was classed with other dependants for whom the Board is authorized to make a suitable award in proportion to the pecuniary loss sustained because of the death of the workman.

Payment of benefits to a common law wife under specified conditions and at the discretion of the Board was authorized in Alberta and Manitoba during the decade. In Saskatchewan and Alberta, the duration of a common law relationship necessary to qualify for benefits under the Act was reduced. In British Columbia, in 1959 a common law wife in receipt of compensation was made eligible for the same benefits as a widow on remarriage.

Allowances for funeral expenses, which in 1950 varied between \$100 and \$175 were everywhere increased from time to time, and now range from \$200 to \$400, the latter amount being the allowance payable in Quebec. During the period, too, the Boards in five provinces were empowered to pay a further sum where it was necessary for a workman's body to be transported from the place of death to the place of burial. All provinces now provide for such an allowance. The Manitoba and Saskatchewan Acts made provision for a grant of up to \$50 for the purchase of a burial plot. This provision has no equivalent in the other Acts.

In 1950 a waiting period of seven days was common, and in one province it was necessary for a workman to be disabled for 14 days in order to be paid compensation for the first three days of his disability.

Between 1950 and 1960 a shorter waiting period was provided for in all provinces except New Brunswick. In New Brunswick, the waiting period was reduced, from seven to four days, in 1948. In three provinces the waiting period was shortened to one



day: Saskatchewan (1950), Alberta (1952) and Manitoba (1959). In the remaining provinces the waiting period is now three, four or five days.

The coverage of the Acts, originally comprehensive, has been broadened from time to time in all provinces. Originally designed to apply to industrial employment, the Acts now cover commercial establishments as well. Retail stores, hospitals, nursing homes, hotels, restaurants and radio stations have been brought within the scope of the Acts in recent years. Shops, hotels and restaurants are now covered in all provinces except Quebec; hospitals are covered in all provinces except Prince Edward Island and Quebec.

In all provinces there is provision for elective coverage of most non-covered employment on the application of the employer. Provision was made in British Columbia in 1954 for elective coverage of domestic servants and "independent operators," the latter term being chiefly designed to cover commercial fishermen.

New or increased expenditures for rehabilitation and training were authorized in five provinces. The most recent increase was in Quebec, where the amount authorized was raised from \$100,000 to \$300,000 in 1960. In British Columbia in 1952, and in Nova Scotia in 1959, former limits on annual expenditures were removed, leaving the amount that might be spent to the discretion of the Board.

Since the Boards have full authority to furnish injured workmen with whatever medical care is deemed necessary to promote prompt and complete recovery, amendments in connection with medical aid were of detail rather than of principle. Several Acts were amended to provide for treatment by registered osteopaths, chiropractors, etc., subject, as with all medical aid, to the supervisory control of the Board.

In a number of provinces—British Columbia, Nova Scotia, Saskatchewan and Manitoba—a medical appeal procedure was established, enabling an injured workman dissatisfied with the disposition of his claim on medical grounds to be re-examined by one or more specialists and to have his claim reviewed. In Alberta and British Columbia, changes were made in the original appeal procedure provided. In British Columbia, as a result of a 1959 amendment, a case in which a workman feels aggrieved at a decision of the Board may be reviewed by a three-member Medical Review Panel, whose decisions are binding on the Board. A review may be requested by either the workman or his employer. One member of the panel is selected by the workman

and one by his employer from a list of specialists prepared by a medical committee appointed by Order in Council. A Chairman of Medical Review Panels, appointed by the Lieutenant-Governor in Council, serves on each panel as Chairman.

In a 1960 amendment the Newfoundland Board was given authority, subject to the approval of the Lieutenant-Governor in Council, to appoint a committee of medical referees to investigate, in relation to any claim for compensation, the nature of a disease named in the schedule of industrial diseases, and its relationship to any of the work processes listed opposite the disease in the schedule. The committee's decision is to be final and binding on the Board and the claimant as to the medical findings in the case.

Greater administrative discretion was given to the Boards through the adoption of a broader definition of "accident" in Alberta, British Columbia and Manitoba, making it possible to allow a claim for any disablement, including an industrial disease, that can be shown to have arisen by reason of the nature of the employment. In some provinces compensation may be granted for a disease not listed in a schedule, either by reason of the wider definition of "accident" or through the power given to the Board to award compensation for any disease shown to be peculiar to or characteristic of a particular industrial process, trade or occupation. A number of new diseases were added to the schedule in most provinces in the ten-year period. As an example, diseases due to radiation were made compensable in Newfoundland and Nova Scotia in 1960. In several provinces limitations previously imposed on payment of compensation for silicosis were removed or relaxed.

In Manitoba, British Columbia and Nova Scotia, a Compensation Counsellor was named to assist injured workmen with compensation problems.

In three additional provinces—Manitoba, Newfoundland and Nova Scotia—the Board was empowered to establish a Second Injury Fund. The purpose of such funds is to relieve employers in a class of the total cost of a second accident occurring to a workman who had suffered a disability in previous employment.

During the period the two federal compensation laws were also amended.

The Merchant Seamen Compensation Act, which applies to seamen who are not within the scope of a provincial workmen's compensation law, was amended in 1953 and again in 1957 for the purpose of bringing benefits into line with those payable under

(Continued on page 168)

## White House Conference on Aging

That arbitrary upper age limits in hiring cannot be justified and should be abandoned was one of conclusions emerging from conference, first of its kind

"Arbitrary age limits in hiring cannot be justified and should be abandoned." This was one of the conclusions that emerged from the White House Conference on Aging, held in Washington last month.

Some 2,700 delegates attended from all States of the Union. In addition, some guests were invited from other countries; 18 attended from Canada.

The conference, authorized by special legislation passed by the U.S. Congress in 1958, was the first of its kind devoted to problems of the aged. The many problems explored included: employment security, income maintenance, health and medical care, rehabilitation, social services, housing, education and recreation.

One section devoted its discussions to employment security and retirement. The participants agreed that the ever-increasing tempo of industrial advance and the rapidly growing complexity of technological innovations have produced a labour market in which many older workers find themselves without any secure attachment to a job or actually displaced and unable to find employment.

This section believed it was "desirable that private pension plans contain 'vesting' provisions to assure the worker who changes jobs of some retirement benefits. Where financially feasible, employee rights under some existing plans should be liberalized." A substantial minority, however, thought this was a matter for the independent judgment of employers and employees.

It was agreed that, although there are significant individual variations in all age groups, extensive studies revealed no sound basis for the widespread belief that older workers as an age group are less productive, less reliable and more prone to accidents and absenteeism than younger workers. Management and organized labour were urged to co-operate in reviewing the obstacles that exist, and develop programs to minimize the dislocation of older workers on the job.

From the Conference emerged a declaration of rights and obligations, a "Senior Citizens' Charter," as follows:

### Rights of Senior Citizens:

Each of our senior citizens, regardless of race, color or creed is entitled to:

1. The right to be useful.
2. The right to obtain employment, based on merit.

3. The right to freedom from want in old age.

4. The right to a fair share of the community's recreational, educational, and medical resources.

5. The right to obtain decent housing suited to needs of later years.

6. The right to the moral and financial support of one's family so far as is consistent with the best interest of the family.

7. The right to live independently as one chooses.

8. The right to live and to die with dignity.

9. The right of access to all knowledge as available on how to improve the later years of life.

### Obligations of the Aging:

The aging, by availing themselves of educational opportunities, should endeavour to assume the following obligations to the best of their ability:

1. The obligation of each citizen to prepare himself to become and resolve to remain active, alert, capable, self-supporting and useful so long as health and circumstances permit and to plan ultimate retirement.

2. The obligation to learn and apply sound principles of physical and mental health.

3. The obligation to seek and develop potential avenues of service in the years after retirement.

4. The obligation to make available the benefits of his experience and knowledge.

5. The obligation to endeavor to make himself adaptable to the changes added years will bring.

6. The obligation to attempt to maintain such relationships with family, neighbours and friends as will make him a respected and valued counsellor throughout the later years.

Canada was represented by: Mrs. Jean Good, Toronto, and Miss Marie Hamel, Ottawa, Canadian Welfare Council; Miss Hope Holmsted, Toronto, Canadian Red Cross; Dr. Ian MacDonald, Canadian Medical Association; André Landry, Rev. Father Riendeau and Dr. F. Laurendeau, Province of Quebec; H. S. Farquhar, Province of Nova Scotia; Prof. James Clare, Province of Manitoba; Miss Lola Wilson, Province of Saskatchewan; Kenneth L. Hawkins and Donald Bellamy, Province of Ontario; Humphrey Carver, Central Mortgage and Housing Corporation; Dr. E. A. Watkinson and Mrs. Flora E. Hurst, Department of National Health and Welfare; Dr. John N. Crawford, Department of Veterans Affairs; Ian Campbell, Civilian Rehabilitation Branch, Department of Labour; and Pat Conroy, Canadian Labour Counsellor, Washington.

## Vocational Training for Girls

ICFTU Executive Board enunciates principles held to be essential in adequate program of vocational training and guidance of girls and women. Ontario Hydro Employees Union conducts special basic training courses for 18 women stewards

A resolution on vocational training and guidance for girls and women that was passed recently by the Executive Board of the International Confederation of Free Trade Unions enunciated the principles held to be essential in an adequate program in this area. They were:

1. The terms and conditions of access to vocational training should be equal for both sexes and generally for the same trades and occupations, including scientific and technical professions.

2. Proper care should be taken to give equal opportunities to young persons of both sexes to participate in apprenticeship and training programs.

3. All efforts should be made to give to girls the same opportunities for schooling as are given to boys; and to ensure that they have at their disposal during and after their last years at school the same vocational guidance facilities.

4. Vocational training and guidance should be adjusted to the needs of a technologically progressing economy.

5. Vocational guidance services should take account not only of individual aptitudes but also of available employment opportunities.

6. Publicity and information campaigns about the vocational guidance services and employment opportunities should be carried out among girls, parents, teachers, employers and trade unions.

7. Special arrangements should be made for the vocational readjustment of women who resume employment after an interruption lasting several years.

8. Special attention should be given to all these problems in the developing countries, where the needs are particularly urgent.

The Executive Board also called upon the United Nations and its specialized agencies to assist vocational training programs for women and girls, particularly in the economically developing countries.

### Basic Training for Women Stewards

Eighteen women stewards from nine divisions were recently given a special basic training course by the Ontario Hydro Employees Union.

In addition to their general responsibilities as stewards, the group discussed the role

of women in building the trade union movement. Three women, active in the trade union movement, led discussions on "How can unions help working women?" and "How can more women in the OHEU be persuaded to take an interest in union activities?"

A "trial grievance" involving the relief pay of a woman clerk was acted out through its various stages and discussed.

The women also studied the constitution of their union, and union finances, the collective bargaining and certification procedure, and the main provisions of the OHEU collective agreement.

### U.N. Commission on Status of Women

The 1961 session of the United Nations Commission on the Status of Women will be convened at the U.N. European Office in Geneva on March 13. During the past three years Canada served on the 18-member Commission but this year is replaced by Australia.

The agenda of the Commission will follow its usual pattern. The principal subjects to be considered during the three weeks of discussion will be: developments in the political rights of women; economic rights, and phases of the occupational outlook for women; the status of women in private law, this year having to do especially with the minimum age of marriage, consent of the parties to the marriage and registration of marriages; and the access of women to education with special emphasis on the position of women in the teaching profession.

### New Director of U.S. Women's Bureau

The appointment of Mrs. Esther Peterson as one of the assistants to the U.S. Secretary of Labor and Director of the Women's Bureau was announced last month.

For 15 years she worked for the Amalgamated Clothing Workers of America, first as assistant director of education, and later as the union's Washington legislative representative. She has served as a member of the Department of Labor's Advisory Committee of the Women's Bureau and of the Minimum Wage Board for the District of Columbia. During the past three years she has been legislative representative of the Industrial Union Department, of the AFL-CIO.



## 50 Years Ago This Month

Amendments to Quebec Factories' Act effective January 1, 1911 reduced hours of work for women and children in cotton and woollen factories from 60 to 58 a week. Vancouver printers gain seven-hour day by end of three-year agreement

A number of changes in wages, hours, and conditions of employment were reported in the February 1911 number of the *Labour Gazette*.

Amendments to the Factories' Act of the province of Quebec that went into effect on January 1 reduced the hours of work for women and children in cotton and woollen factories from 60 to 58 a week. "In certain instances," the *Gazette* said, the employers made no reduction in the weekly earnings of the employees affected.

The Quebec Government announced that it would open free employment bureaus in Montreal and Quebec, and that other offices would be opened later as circumstances might require.

The *Gazette's* Ottawa correspondent reported: "The mayor and chief of the fire brigade have recommended a change in firemen's hours of duty, giving a man every eighth day for rest. The present schedule allows the members of the brigade one day in twelve, and an evening of five hours every fourth day. The balance of the time they are on duty day and night."

From Vancouver it was reported that a three-year agreement had been signed by The World Printing and Publishing Company and Local 226 of the International Typographical Union that provided a graduated reduction from a day of seven and a half hours to a day of seven hours. Wages were set at \$5 a day for day workers and \$5.50 for night workers. The old rates had been \$25 for a week of six seven-and-a-half-hour days for day work, and \$27 for a week of the same length for night workers.

At the same time, another three-year agreement signed by the same company and Local 88 of the International Stereographers and Electrotypers' Union provided for a continuance of the eight-hour day, but gave a wage increase of \$1 a day all round. Foremen were to receive \$31, and journeymen \$27 a week. The contract stipulated that the foreman was to be a member of the union.

Workmen employed by the City of Toronto, including waterworks labourers, inspectors, engineers, firemen, oilers and tree-trimmers, numbering about 120, were given increases in pay ranging from \$1.50 to \$3 a week.

The strike of coal miners at Springhill, which began on August 11, 1909, (*L.G.*, Aug., 1959, p. 815) was reported to be still going on, although "the mines continued to be operated to a limited extent." The strike, which involved about 1,000 members of the United Mine Workers, resulted from the refusal of the Cumberland Railway and Coal Company to recognize the union as bargaining agent for the men, and to grant wage increases and certain improvements in working conditions.

The conviction on a charge of manslaughter of a former signalman in a signal tower of the CPR at a siding near Winnipeg was reported in the *Labour Gazette* of February 1911. The man was said to have been "very drunk" while on duty. By throwing a switch, he derailed an approaching train. The fireman, who jumped out, fell under the locomotive and was killed. The watchman was sentenced to four years in Stony Mountain penitentiary.

The *Gazette* said that during 1910 some 1,330 miles of new railway had been completed in Canada. Of this amount, 500 miles had been laid in Saskatchewan. Railway building activity in 1911 was expected to be equal to, or greater than that of 1910.

The total number of immigrants who arrived in Canada during the period April in October 1910 was given in the *Labour Gazette* as 227,775, compared with a total of 138,172 during the corresponding period of 1909. Of the 1910 total, 85,246 came from the United States and the remainder through ocean ports.

A statement presented to a Royal Commission appointed to inquire into Chinese immigration showed that during the first two years after the imposition of a \$500 head tax, effective January 1, 1904, Chinese immigration practically stopped. Only four persons arrived in 1904 and eight in 1905. The next year the number rose to 50.

In the following four years, the totals were: 1907—745; 1908—893; 1909—469; 1910—1,286. The total in the 1904-1910 period was 3,455.

In 1909, homestead entries in the Prairie Provinces and British Columbia totalled 37,061; in 1910, the total was 48,257.

# INTERNATIONAL LABOUR ORGANIZATION

## Social Consequences of Coal-Mining Crisis

ILO tripartite technical meeting, declaring that coal remains most important energy source despite appearance of new sources, calls attention to need for governments to promote policy to enable industry to maintain place in economy

"Despite the appearance of new sources of energy on a large scale, coal remains, and will remain for a long time to come, the most important source of energy and primary products in the modern economy."

This statement is among the conclusions adopted by the Tripartite Technical Meeting convened by the International Labour Organization to consider the social consequences of the coal crisis. The meeting, held in Geneva from January 16 to 26, was called in accordance with a resolution adopted in May 1959 by the ILO Coal Mines Committee (L.G. 1959, p. 607).

The meeting noted that the current state of crisis, despite its seriousness, in no way implies that the existence of the coal-mining industry, even in the more distant future, may be in question. The meeting believed, however, that "the attention of governments should be drawn to the paramount need to promote, in each country concerned, a policy to enable the coal-mining industry to maintain an essential position within each national economy . . .

"It is essential for the industry and for each of the producing countries to ensure that the emergency measures which have been or may still be taken to reduce production by means of lower levels of employment should not, in any way, damage the substance of the coal-mining industry, i.e., its manpower and all the other elements which ensure its productive capacity."

The meeting enumerated a series of measures, some temporary and others of a permanent character, that might be taken into consideration in view of the particular conditions prevailing in different countries and in different mining undertakings.

The temporary measures are intended to mitigate in the short run the effects of lower levels of employment on the workers.

"Others are of a permanent nature; their purpose is to counteract the disturbances which might have been and may still be

caused by the exceptional and temporary measures taken during the acute stage of the crisis; to restore and to maintain the confidence of the workers in mining; to strengthen the manpower structure of coal mines; and to provide for this manpower, from the labourer to the engineer, conditions of employment which are socially satisfactory and as stable as possible."

The meeting insisted that the elaboration and application of the temporary measures should be facilitated by consultations and by co-operation between mine undertakings and workers' organizations, and, if appropriate, with the participation of the government.

The meeting estimated that the measures it had recommended can be applied with full effectiveness only if efforts are made to tackle the main causes of the crisis. Believing that it had to limit its role to suggesting the general lines which it is essential to follow for the restoration of the coal-mining industry, the meeting indicated:

Without ignoring all other efforts which have been or may still be undertaken at different levels, the Tripartite Meeting considers that particular efforts should be undertaken and pursued for the following motives:

(a) to maintain the coal-mining industry as one of the essential elements of each national economy, both as a producer of a source of energy and as a producer of a raw material for new industries or new techniques;

(b) to proceed, in those countries where the need is apparent, to an internal reorganization of the coal-mining industry by revising its means and possibilities, adjusting its programs and improving its internal and external methods of organization;

(c) either to put into effect or to pursue systematically a co-ordinated national fuel policy in order to establish the best possible balance between the coal-mining industry and the other sources of energy, and to enable the coal-mining industry to adapt itself smoothly to the development of other forms of energy;

(d) to complete national fuel policies, including the co-ordination of various forms of energy, in co-operation with the regional and international bodies competent in the field;

(e) to obtain, in the countries where the need arises, the assistance of the authorities in order to enable the coal-mining industry to settle the acute social problems it faces and, at the same time, to increase its efficiency and improve its productivity so as to withstand the competition of other forms of energy.

The meeting expressed the wish that "the Governing Body, after having examined the conclusions, will draw the attention of governments, the coal-mining industry and the international organizations competent to deal with economic and social problems to the conclusions so that they will take into consideration the measures suggested with a view to counteracting the social consequences of the crisis in the coal-mining industry."

### The Coal Crisis

Since the beginning of 1958, the coal-mining industry in a number of countries has been in serious difficulties, causing acute concern to governments as well as to the employers and workers directly concerned, states a report prepared by the International Labour Office for the meeting.

The ILO report reproduces statistics showing the trends in the consumption of coal from 1950 to 1959 in certain Western European countries, in the United States and in Japan.

The report notes that "the fall in coal consumption is due to a combination of many factors, chief among which are the weather and the level of water supplies, fluctuations in industrial activity, and structural factors such as greater fuel efficiency and the displacement of coal by other forms of energy... The most important reason is the influence of structural factors, particularly the faster displacement of coal by petroleum products—a process which has largely been due to the unfavourable shift in the ratio of coal and oil prices."

Examining the social consequences of the coal crisis, the report gives statistical infor-

mation on the reduction in the labour force, slackening in recruitment, dismissals, unemployment, and short-time work. It states that "the coal industries in all the countries that have been considered (with the exception of The Netherlands, where there have been no major difficulties) have been forced to cut down their labour force, sometimes quite substantially. In all countries, normal wastage has no longer been made good by recruitment, although in some instances, recruitment had merely been slowed down...

"Problems are due to the difficulty encountered by some classes of miners (for purely personal reasons) in moving into other occupations or the lack of alternative employment in some mining areas, where the economic structure is not very diversified and there are few other opportunities available. In some coal-producing countries, the mines have had to reduce their output and introduce short-time work."

Concerning the slowing down or complete cessation of recruiting, one of the methods used to permit reductions in the labour force without leading to a major clash, the report notes:

"While this has the advantage of reducing the labour force without depriving miners of their jobs, it has a number of serious long-term drawbacks. Clearly if one particular industry... is in the throes of a crisis at a time of general economic expansion, voluntary wastage is not only likely to be greater than the industry can afford but may be so indiscriminate as to be a threat even to the thoroughly efficient mines. The stoppage of recruitment has a further danger in that it completely distorts the age pyramid of the labour force."

Participating in the meeting were governments, employers and workers from Belgium, France, the Federal Republic of Germany, Great Britain, Japan, The Netherlands and the United States.

The United Nations, the O.E.E.C. and the European Coal and Steel Community were represented by observers, as were international organizations of employers and workers.

## ILO, Euratom Sign Agreement on Protection against Radiation

David A. Morse, Director-General of the International Labour Office, and Heinz L. Krekeler, member of the Commission of the European Atomic Energy Community, last month signed an agreement concerning co-operation between the ILO and the EAEC in the field of the protection of workers against ionizing radiations.

The agreement calls for consultations on questions of mutual interest, the possibility of the participation of observers at meetings organized by the ILO or the EAEC, the exchange of legislative and statistical information, and technical co-operation within the scope of the agreement.



# TEAMWORK in INDUSTRY

Savings of \$90,000 may be realized by the city of Calgary through the success of its labour-management "safety push of 1960." With the city employee accident rate down 25 per cent from the 1959 figure, the reduction in compensation costs might well reach that amount.

Praising city departments generally for their achievement, Public Works Commissioner John Steel singled out the staff of St. George's Island zoo for its 11-year record of no lost-time accidents. He presented an engraved plaque to zoo curator Tom Baines and personally congratulated each member of the 10-man crew. During the past year, the parks department as a whole reduced its accidents by almost one-third.

Mr. Steel attributed the 1960 reduction in accidents and costs to the \$5,000 "safety push" staged jointly by management and members of Local 37, National Union of Public Employees, CLC. The drive was directed by city safety supervisor Al Grassick. The expected saving of \$90,000 is almost equal to the total budget of the city's personnel department, which provides employment training, safety and classification services.

\* \* \*

Training in fire prevention and fire fighting is being given to paper machine crews and supervision at the Cornwall, Ont., division of Howard Smith Paper Mills. According to *The Paper Mill Log*, employee newspaper, Cornwall Fire Chief L. A. Carriere and paper mill superintendent J. E. Taylor are providing the instruction for the courses which are aimed at protecting the lives of employees and the company's substantial investment in equipment.

Plans are currently being made to extend the training program to other departments of the mill.

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Guests attending the National Pulp and Paper Day celebrations of the St. Lawrence Corporation's Red Rock Mill in Red Rock, Ont., came from as far away as Detroit and Chicago. More than 1,000 persons—530 students and 523 adults—accepted the company's invitation to the September "Open House" and plant tour arranged to mark the event. Members of the mill's labour-management Mutual Interest Committee planned and directed the extensive guest program.

Following distribution of informative brochures containing a history of the mill and a description of pulp and paper making processes, visitors were briefed on facts pertinent to the plant tour. Mutual interest committee members and others guided the visitors in groups of 12 along a route which covered the entire paper manufacturing process from pulp logs to finished product.

Labour representatives serving on the mutual interest committee are members of the CLC-affiliated brotherhoods of Pulp, Sulphite and Paper Mills Workers, Paper-makers and Electrical Workers, and of the Operating Engineers.

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An idea of the labour-management committee operating in the McKellar General Hospital at Fort William, Ont., now has the superintendent taking a walk one morning a week. It all started when the committee recommended that a space be reserved on patients' charts for comments and suggestions on how the hospital's service might be improved. Response from the patients was immediate; the committee has had to set aside a portion of its monthly meeting time in order to review their ideas.

One of the proposals, made unanimously by four of the patients, suggested that hospital Superintendent R. V. Johnston should visit the wards to chat with the patients more often. Not a man to let the committee down, Mr. Johnston now makes his rounds one morning a week. The results, he says, have been "extremely gratifying."

Another proposal was that the hospital's ice manufacturing unit be fitted with a defrosting mechanism. Ultimately it was decided that a defroster was unnecessary; but during their discussions, LMC members requested a series of bacteria tests. Although the machine was found to be free of bacteria, the methods used in getting ice delivered to the patients were considered poor. Shortly thereafter, a better type of container was purchased and an improved method of handling was devised.

Bargaining agent for union members of the hospital staff is Local 268 of the Building Service Employees International Union CLC.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

## INDUSTRIAL RELATIONS AND CONCILIATION

### Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for four days during December. The Board issued two certificates designating bargaining agents, ordered one representation vote and rejected three applications for certification. During the month the Board received 11 applications for certification.

#### Applications for Certification Granted

1. Warehousemen and Miscellaneous Drivers, Local 419 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America, on behalf of a unit of mail pick-up and delivery drivers employed by John A. Snow, Willowdale, Ont. (L.G., Jan., p. 43).

2. Civil Service Association of Canada, Ottawa-Hull Local Council, on behalf of a unit of stationary engineers and firemen employed by the Central Mortgage and Housing Corporation in Ottawa in heating and power plants at the Head Office on Montreal Road, the Laurentian Terrace on Sussex Street and the Strathcona Heights Development on Mann Avenue (L.G., Jan., p. 44).

#### Representation Vote Ordered

The Montreal Harbour Police Brotherhood (Ind.), applicant and intervener, the National Harbour Board Police Brotherhood, Montreal, applicant and intervener, and the National Harbours Board, respondent (L.G., Oct. 1960, p. 1029 and Nov. 1960, p. 1140). The Board directed that the names of both organizations be placed on the ballot, and that the voting unit comprise employees in the Harbour Police Force and the Jacques Cartier Bridge police detail at Montreal (Returning Officer: C. E. Poirier).

#### Applications for Certification Rejected

1. Teamsters, Chauffeurs, Warehousemen and Helpers, Local Union 880, and the General Truck Drivers' Union, Local 938

of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Tank Truck Transport Limited Point Edward, Ont., respondent (L.G., Dec. 1960, p. 1293). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

2. General Truck Drivers' Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Export Packers, Toronto, Ont., respondent (L.G., Oct. 1960, p. 1029). The application was rejected for the reason that the Board considered that it lacked jurisdiction.

3. General Truck Drivers' Union, Local 879 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Leslie Armstrong Mail Service, Owen Sound, Ont., respondent (L.G., Jan., p. 43). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

#### Applications for Certification Received

1. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard vessels operated by the Sannie Transportation Co. Ltd., Vancouver (Investigating Officer: D. S. Tysoe).

2. International Association of Machinists, on behalf of a unit of cafeteria employees of Trans Canada Air Lines employed at its overhaul base at the Montreal Airport (Investigating Officer: C. E. Poirier).

3. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of the Canadian National Railways employed in its Pur-

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

chasing and Stores Accounting Centre at Winnipeg (Investigating Officer: W. E. Sproule).

4. Seafarers' International Union of North America, Canadian District, on behalf of a unit of unlicensed personnel employed aboard vessels operated by the Northland Shipping Co. Ltd. (Investigating Officer: D. S. Tysoe).

5. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Wm. C. Norris Ltd., Montreal (Investigating Officer: C. E. Poirier).

6. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of the Canadian National Railways employed in its Purchases and Stores Accounting Centre, LeBer Street,

Point St. Charles, Que. (Investigating Officer: R. L. Fournier).

8. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed aboard vessels operated by the Abitibi Power & Paper Company Limited, Toronto (Investigating Officer: Rémi Duquette).

9. Seafarers' International Union of North America, Canadian District, on behalf of a unit of marine engineers employed aboard vessels operated by the Dominion Coal Company Limited, Sydney, N.S. (Investigating Officer: Rémi Duquette).

10. Thunder Bay Lodge No. 10 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of electricians employed by Manitoba Pool Elevators in its grain elevator at Port Arthur, Ont. (Investigating Officer: J. S. Gunn).

### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administration arm of the Canada Labour Relations Board, in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canadian Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprise British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



11. Thunder Bay Lodge No. 10 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of

electricians employed by the Saskatchewan Wheat Pool in its Terminal Elevator Division at Fort-William and Port Arthur, Ont. (Investigating Officer: J. S. Gunn).

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During December, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Robin Hood Flour Mills Limited, Saskatoon, and Local 342 of the Cereal Workers Division of the United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn).

2. Quebec Central Transportation Company, Sherbrooke, Que., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: R. Duquette).

3. Pacific Western Airlines Ltd., Vancouver, and Lodge No. 1500 of the International Association of Machinists (Conciliation Officer: D. S. Tysoe).

4. Consolidated Freightways, North Burnaby, B.C., and Office Employees' International Union, Local 15 (Conciliation Officer: G. R. Currie).

5. Robin Hood Flour Mills Limited, Moose Jaw, Saskatchewan, and Local 201, United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn).

### Settlements Reported by Conciliation Officers

1. Vancouver Barge Transportation Limited, Vancouver, and Local 512, International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie) (L.G., Dec. 1960, p. 1295).

2. Vancouver Barge Transportation Limited, Vancouver, and Marine Engineers Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers, and Canadian Merchant Service Guild, Inc., (Conciliation Officer: G. R. Currie) (L.G., Aug. 1960, p. 815).

3. Holden Sand & Gravel Limited, Toronto, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G., May 1960, p. 467).

### Settlement after Conciliation Board Procedure

1. Hull City Transport Ltd., and Hull City Transport Employees Union (L.G., Dec. 1960, p. 1295). The text of the Board report is reproduced below.

## Report of Board in Dispute between

Hull City Transport Limited, Hull, Que.

and

Hull City Transport Employees' Union

This Board, which was definitely established on October 20, 1960, under the Industrial Relations Act 1948 c. 54, consisted of Jacques Bertrand, representing the employer; Jean-Robert Gauthier, representing the Union; and, on the joint recommendation of these two men, Jean Girouard as chairman.

Public hearings were held in Hull, in the Municipal Court premises, on November 21 and December 1 and 2, 1960. On December 2 and 3, 1960, meetings of discussion took

During December, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Hull City Transport Ltd., Hull, Que., and the Hull City Transport Employees' Union.

The Board was under the chairmanship of Jean Girouard, Montreal, who was appointed by the Minister on the joint recommendation of the other two members, Jacques Bertrand, Hull, Que., and Jean-Robert Gauthier, Montreal, nominees of the company and union respectively.

The text of the report is reproduced here.

place in Hull, and the parties have separately consented to so-called conciliation interviews.

The matters in dispute referred to the Conciliation Board, according to the report made by conciliation officer Rémi Duquette, were the following:

- Holidays with pay;
- Sick leave;
- Workmen's compensation;
- Weekly rest;
- Paid statutory holidays;
- Wages.

The only matters in dispute which the parties, at the time of the public hearings, agreed to submit to this Board were the following, in accordance with the draft agreement submitted by the union as exhibit S-2:

- Section 6.04: Holidays;
- Section 7.01: illness and group insurance;
- Section 8: policy in case of illness;
- Section 9: work accidents;
- Section 11: weekly holidays;
- Section 12: paid holidays;
- Section 13: discipline;
- Section 19: wage schedule (drivers);
- Section 20: paragraphs b), c) and d): clothing (drivers);
- Section 20.01: working periods;
- Section 20.03: working periods;
- Section 20.09: working periods;
- Section 20.12: regular work week;
- Section 20.13: over-time pay;
- Section 21.00: clothing (garage employees);
- Section 21.05: wage schedule (garage employees).

After having heard the parties and received their respective evidence; after having deliberated, and having taken the circumstances into consideration, the Board **unanimously** arrived at the following conclusions:

#### *Holidays (section 6.04 of exhibit S-2)*

The Board recommends a clause which reads as follows:

If, on May 1 of a year, the employee has twelve years of service, he has the right to an annual holiday of twenty-one (21) consecutive days, with pay, at the rate of 6 per cent of wages earned during the twelve months preceding the 1st of May of each year.

#### *Illness and Group Insurance (section 7.01 of exhibit S-2)*

The Board recommends the enforcement of section 7.01 of exhibit S-2, as it stands at present.

#### *Policy in case of illness (section 8 of exhibit S-2)*

The unanimous recommendation of the Board on this subject is contained in the following three clauses:

8.00 In a case of illness, every employee with at least a year's service is entitled to his regular wages based on the equivalent of eight (8) hours a day, for a total equal to three quarters ( $\frac{3}{4}$ ) of a working day for every month's service with the employer.

8.01 The sick leave which has not been taken will be accumulated from year to year to the credit of the employee, up to a maximum of three (3) months. When the employee leaves, he will be paid for the accumulated days.

8.02 Whenever he is absent, the employee will inform, or will have someone inform his immediate superior as soon as possible, and, upon request by his employer, he will have to furnish proof of his illness and/or undergo examination by a doctor designated by the employer.

#### *Work accidents (section 9 of exhibit S-2)*

The Board recommends that, in the case of an accident which occurred or illness which was contracted in the course or on account of their work, the injured or sick employees receive the equivalent of the compensation provided for by the Workmen's Compensation Act for the Province of Quebec.

#### *Weekly holidays (section 11 of exhibit S-2)*

The Board recommends that each employee be entitled to a weekly holiday of at least twenty-four (24) consecutive hours in accordance with the schedule of working hours agreed upon by both parties.

#### *Paid holidays (section 12 of exhibit S-2)*

The Board recommends the enforcement of the following text:

The following days will be paid holidays: New Year's Day, Epiphany, Easter, Labour Day, Christmas.

An employee who does not work on these days receives the equivalent of eight hours of work. All work done during one of these days is paid for at the rate of one and one half ( $1\frac{1}{2}$ ) the rate of the employee's regular wages.

#### *Discipline (section 13 of exhibit S-2)*

The Board recommends the enforcement of Section 13.00 of exhibit S-2, as it stands at present.

*Wage schedule (drivers) (section 19 of exhibit S-2)*

The Board recommends the following hourly wage schedules:

(a) *Retroactive to August 1, 1960* (the previous agreement between the parties having expired on July 31, 1960)

First six (6) months .....	\$1.19
From 7th to 12th month .....	\$1.24
After one (1) year .....	\$1.36
After two (2) years .....	\$1.40

(b) *From the date of the signing of the next agreement* (and taking into consideration the reduction of the regular work week from 54 to 48 hours)

First six (6) months .....	\$1.39
From 7th to 12th month .....	\$1.45
After one (1) year .....	\$1.61
After two (2) years .....	\$1.63

(c) *From six (6) months after the signing of the next agreement:*

First six (6) months .....	\$1.44
From 7th to 12th month .....	\$1.50
After one (1) year .....	\$1.66
After two (2) years .....	\$1.68

XXX—The Board unanimously recommends the abolition of extra pay at \$0.10 an hour for outside routes.

*Clothing (drivers) (section 20, (a), (b) (c) and (d) of exhibit S-2)*

The Board recommends the following clause (b):

(b) two (2) shirts and one (1) tie in the Spring, summer and autumn of each year;

As for the other two clauses (c) and (d) of Section 20, the Board states that as a rule, the drivers should wear a complete outfit provided by the employer. However, in view of the circumstances referred to by the parties, the Board recommends that the parties come to an agreement as soon as possible on this subject.

*Working periods (section 20.01, 20.03 and 20.09 of exhibit S-2)*

The Board recommends the enforcement of the following clauses:

20.01 Except as otherwise agreed upon by the parties, the working periods for every day with the exception of Saturdays, Sundays and the holidays herein stipulated in section 12.00 should not exceed five (5) continuous hours.

20.03 The working periods out on the road will form a total of working hours varying from eight hours and fifteen minutes to eight hours and forty-five minutes (8:15 to 8:45), distributed over a maximum period of thirteen (13) hours.

20.09 For every working period, as well

as for all reporting time, compulsory or required by the employer, each driver (including the supernumeraries or "spares" who are not regulars) should be paid for at least the equivalent of two (2) hours of work at straight time.

*Regular work week*

(section 20.12 of exhibit S-2)

The Board recommends a regular work week of forty-eight (48) hours, distributed over five and one-half days (5½) for a period of seven (7) days.

*Overtime pay*

(section 20.13 of exhibits S-2)

The Board recommends the enforcement of section 20.13 of exhibit S-2 as it stands at present, except for the words "46 hours and 45 minutes" in the last lines which should be replaced by "forty-eight (48) hours".

*Clothing (garage employees)*

(section 21.00 of exhibit S-2)

The Board recommends the following clause:

21.00 The employer will supply at his own expense every year:

(a) two pairs of overalls to employees whose work requires the wearing of such clothing.

(b) two pairs of trousers and two work shirts to the other employees.

All of which will be cleaned at the expense of the employer.

*Wage schedules (garage employees)*

(section 21.05 of exhibit S-2)

The Board recommends, for garage employees, wage adjustments similar to those recommended above in the case of drivers.

Seeing that precise classifications with related wage schedules do not exist yet for garage employees, the Board finds it impossible to take on and consider the case of each employee; however it strongly recommends that the parties correct this state of affairs.

Since the principles which served as a base for the above-mentioned conclusions concerning drivers' wages apply *mutadis mutandis*, the Board quotes as an example the case of helpers receiving \$1.03½ an hour in accordance with the collective agreement which has expired.

(a) *Retroactive to August 1, 1960:*

\$1.03½ plus \$0.10 = \$1.13½

*Continued on page 179)*



# LABOUR LAW

## Legal Decisions Affecting Labour

Manitoba Court of Queen's Bench rules buyer of bankrupt business is not bound by existing collective agreement, quashes Labour Relations Board's decision.  
Ontario High Court rules that truck carrier comes under federal jurisdiction.

In Manitoba, the Court of Queen's Bench ruled that a buyer of a bankrupt business is not bound by the terms of a collective agreement which, at the time of purchase, was in force between the bankrupt company and its employees.

In Ontario, the High Court granted an order prohibiting the Magistrates Court from proceeding with a charge laid under the Ontario Labour Relations Act and ruled that a truck carrier, because some of its activities regularly connected Ontario with Quebec and extended beyond the limits of Ontario, was subject to the federal Industrial Relations and Disputes Investigation Act.

### Manitoba Court of Queen's Bench...

...holds purchaser of assets of bankrupt business not bound by the existing collective agreement

On September 19, 1960, Mr. Justice Bastin of the Manitoba Court of Queen's Bench ruled that a mere buyer of the assets of a bankrupt business does not, on the strength of his purchase, become a person to whom has passed "the ownership of the business" within the meaning of Section 18 (1) (c) of the Manitoba Labour Relations Act. Therefore he is not bound by the collective agreement made previously between the bankrupt concern and its employees.

Parkhill Bedding and Furniture Limited purchased for cash all the physical assets of Trysson Manufacturing Limited, a bankrupt company, including its plant, equipment and stock, but not its accounts receivable and goodwill, and took possession of them on March 7, 1960.

Afterwards, the company engaged some, but not all, of the former employees of the bankrupt company and reopened the factory.

The certified bargaining agent of Parkhill's employees was Local 35 of the Upholsterers' International Union of North America, and there was a subsisting collective agreement with the union. The certified

bargaining agent of the former employees of the bankrupt company was Local 174 of the International Molders' and Foundry Workers Union of North America, and it had a collective agreement with the employer that provided for an increase of wages on March 1, 1960.

On May 12, Local 174 applied to the Manitoba Labour Board for a ruling that it was the certified bargaining agent of the employees in the factory previously operated by the bankrupt Trysson company and now operated by the Parkhill company, and that under Section 18 (1) (c) of the Labour Relations Act the collective agreement between it and the bankrupt company was binding upon the Parkhill company with respect to the employees in the factory previously owned by the bankrupt company.

After several hearings the Manitoba Labour Board made its order, No. 32 dated June 28, 1960, which, in part, reads as follows:

5. After consideration of evidence and argument heard the Board found as follows:

That pursuant to and for the purposes of Section 18 (1) (c) of the Act, the business in respect of which a certificate and an agreement existed between Trysson Manufacturing Limited and the International Molders & Foundry Workers Union of North America, Local 174, passed to Parkhill Bedding and Furniture Limited and that the said agreement is in full force and effect and binding upon Parkhill Bedding and Furniture Limited in respect of its Trysson Division.

Following this order, the Parkhill company applied to the court for an order of *certiorari* to quash the Board's order No. 32.

Section 18 (1) (c) of the Manitoba Labour Relations Act reads:

S. 18 (1) A collective agreement entered into by a certified bargaining agent is, subject to and for the purposes of this Act, binding upon

(c) any new employer to whom passes the ownership of the business of an employer who has entered into the agreement or on whose behalf the agreement has been entered into.

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The Board based its order upon a finding that the business passed to a new employer but did not use the words of the statute "the ownership of the business," presumably because the facts before the Board did not justify a finding that the ownership of the business had passed.

In Mr. Justice Bastin's opinion, the sale in question was of assets and not the sale of a business. The Act is quite clear that a collective agreement is to be binding on a new employer only when the ownership of the business has passed to him. Since the Board did not make a finding that the ownership of the business had passed, it was an error in law, evident on the face of the record, to order that the collective agreement entered into by Trysson should bind the Parkhill company.

Further, Mr. Justice Bastin stated that in certain respects the Labour Relations Act introduces new rights and duties into the relations of master and servant but only to the extent that these are clearly expressed. In the case of the purchase of an ongoing business, the buyer assumes the obligations of employer under subsisting contracts of employment with individual employees. It is reasonable that the buyer should also assume the employer's obligations under a collective agreement which affects the terms of employment of the continuing employees. This is the effect of Section 18 (1) (c) of the Labour Relations Act.

However, Mr. Justice Bastin added, a collective agreement is related to the employees of a business and not to its plant, goodwill or other assets. The buyer of the assets of a bankrupt business does not, on the strength of his purchase of these assets, assume any obligation toward the former employees of the bankrupt business and should not be held to have assumed any obligations under a collective agreement entered into by the bankrupt concern.

The Court quashed the Manitoba Labour Board Order No. 32 on the ground that there was an error in law on the face of the record. *Re Parkhill Furniture and Bedding Limited, (1960), 33 W.W.R., Part 4, p. 176.*

### Ontario High Court...

...rules truck carrier engaged in interconnecting undertaking within scope of federal jurisdiction

On August 2, 1960, Mr. Justice McLennan of the Ontario High Court held that a carrier engaged in an undertaking which continuously and regularly connected Ontario with Quebec and extended beyond the limits of Ontario fell within Section

92 (10) (a) of the B.N.A. Act, thus being subject to the federal Industrial Relations and Disputes Investigation Act; the federal jurisdiction was not affected by the fact that the interprovincial and international business was not the main or substantial part of the carrier's undertaking.

Tank Truck Transport Ltd. is a private company incorporated under the Ontario Corporations Act with head office in Sarnia, Ont. The company has been engaged exclusively as a common and contract carrier in the transportation of industrial fluids and chemicals in Ontario and to some extent between Ontario and Quebec and from the United States to Ontario.

A local of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America was certified in 1954 by the Ontario Labour Relations Board under the Ontario Labour Relations Act as bargaining agent for the employees of the company. A succession of collective bargaining agreements were entered into between the company and the union.

Under one of these agreements, arbitration proceedings were held and the arbitration board directed the company to re-employ one of its employees and to pay him wages as directed in the award. Apparently the company was not willing to comply with the award, because the employee concerned, a member of the Teamsters union, laid a charge under Section 32 (4) of the Ontario Labour Relations Act against the company in the Magistrates Court in Toronto because of the company's failure to comply with the award.

Then the company applied for an order prohibiting the Magistrate from proceeding with the charge on the ground that the Ontario Labour Relations Act did not apply to the labour relations between the company and its employees, as these relations are subject to the federal Industrial Relations and Disputes Investigation Act because the company's undertaking fell within the exclusive jurisdiction of the Parliament of Canada under Section 91 (29) and Section 92 (10) (a) of the B.N.A. Act.

Section 91 (29) confers on the Parliament of Canada legislative authority over the exceptions to the powers granted to the provinces by Section 92. Section 92 (10) (a) gives the provinces legislative power to make laws in relation to

10. Local works and undertakings, other than such as are of the following classes:

- (a) Lines of steam or other ships, railways, canals, telegraphs, and other works and undertakings connecting the Province with any other or others of the Provinces, or extending beyond the limits of the Province.

The company contended that the extent of its operations beyond Ontario into Quebec and into the United States was such that it was a work and undertaking connecting Ontario with Quebec beyond the limits of Ontario within the meaning of the exception in Section 92 (10) (a), and fell within the exclusive legislative authority of the Parliament of Canada under Section 91 (29).

Counsel for the employee contended that the company's operation was not a "connecting" or "extending" undertaking within Section 92 (10) (a) but a local one within the meaning of the opening words of Section 92 (10), and that the labour relations in question were clearly matters relating to "Property and Civil Rights in the Province" under Section 92 (13), and the proper legislative authority to deal with them was the Province of Ontario.

Section 53 of the federal Industrial Relations and Disputes Investigation Act reads, in part, as follows:

S. 53. Part I applies in respect of employees who are employed upon or in connection with the operation of any work, undertaking or business that is within the legislative authority of the Parliament of Canada including, but not so as to restrict the generality of the foregoing.

- (a) works, undertakings or businesses operated or carried on for or in connection with navigation and shipping, whether inland or maritime, including the operation of ships and transportation by ship anywhere in Canada;
- (b) railways, canals, telegraphs and other works and undertakings connecting a province with any other or others of the provinces, or extending beyond the limits of a province;

and in respect of the employers of all such employees in their relations with such employees and in respect of trade unions and employers' organizations composed of such employees or employers.

The validity of the federal Act was tested in the *Stevedores'* case (*Reference re Validity of Industrial Relations and Disputes Investigation Act (Can.) and Applicability in Respect of Certain Employees of Eastern Canada Stevedoring Co.* (L.G. 1955, p. 952)); there were some qualifications expressed in some of the judgments with respect to clause (a) of Section 53, but there was no qualification so far as clause (b) is concerned and the powers of the federal Parliament to legislate in relation to the matters set out in that clause are not in question.

In 1959, the company employed 70 drivers who operated 49 truck units and 70 tank trailers, and held licences or authorizations to carry goods from the provinces of Ontario and Quebec, and from the Interstate Commerce Commission of the U.S.A.

In 1959, the company completed a total of 630 trips between points within Ontario and points outside Ontario, of which approximately 435 were between Ontario and Quebec and 195 between Ontario and the United States. The trips outside Ontario amounted to about 6 per cent of all the trips carried out by the company in 1959. There were no separate operating divisions within the company either as to employees or equipment with references to provincial or extraprovincial trips.

The company's operations, so far as Quebec was concerned, were not merely to points just over the border between the provinces, but for the most part extended well into Quebec. The trips were not made according to a time-table such as a bus service would be, but with reasonable regularity over the year. Excluding Sundays and holidays, there were approximately two trips beyond Ontario each day in the year, of which 70 per cent were between Ontario and Quebec.

Certain propositions of law and of fact in the case under review were not in dispute. Both parties agreed, for instance, that the company's undertaking was a single and indivisible one, not capable of severance, so that one part would fall under the Ontario Labour Relations Act and the other under the Dominion Act; that the work of the employees concerned was an integral part of the company's undertaking, and that, if the undertaking in question was within federal jurisdiction, its labour relations were also.

The company submitted, on the authority of the *Winner* case (*A.G. Ont et al. v. Winner et al.* (L.G. 1954, p. 559)), and on the evidence that showed a regular and continuous company's operation between Quebec and Ontario and between Ontario and the United States, that the company's undertaking connected Ontario and Quebec and extended beyond the limits of Ontario.

The employee's counsel, while conceding that the company's undertaking in a sense connected the provinces and in a sense extended beyond the limits of Ontario into the United States, submitted that for an undertaking to fall within Section 92 (10) (a) of the B.N.A. Act, either its "connecting" or "extending" activity must be its main, primary, or essential function, or that undertaking must be of national interest and concern.

With respect to the theory as to the main or primary function, counsel for the employee relied on two main facts; the small percentage of extra-provincial activity in relation to the whole undertaking, and the



limitations in the licences issued to the company by the Province of Quebec and the Interstate Commerce Commission.

Mr. Justice McLennan did not agree that limitations in these licences were of significance. In the *Stevedores'* case, the court decided that it was what the company actually did, not what it had power to do, that should be considered. In his opinion, the only basis for determining what was the main, essential or primary function of the company would be the comparative volume of activity. The percentage figures of the company's activity showed that 94 per cent was within the province of Ontario and only 6 per cent beyond it. Therefore, there was no doubt that the extraprovincial activity was not the main or primary function of the undertaking.

Counsel for the employee argued that if the relative volume of activity were ignored, it would mean that any extraprovincial transportation, however slight and insignificant a portion of the total, would bring such an undertaking under federal jurisdiction, with a corresponding invasion of civil rights within the province.

Counsel for the company argued that the question was not the relative amount of intraprovincial and extraprovincial activity, but rather whether in fact there was a "connecting" or "extending" activity regardless of whether the activity in the province was large or small by comparison.

In the *Winner* case, the company operated a bus service providing a daily service from Boston, Mass., through New Brunswick to Glace Bay, N.S., and points between. The Supreme Court of Canada and the Privy Council held that the operation of the bus line was an undertaking connecting New Brunswick with Nova Scotia and extending beyond the limits of New Brunswick and therefore was an undertaking within head 10 (a) of S. 92 and thus within federal jurisdiction. The Supreme Court of Canada held that a distinction could be drawn between what was essential, i.e., the interprovincial and international component of the company's activity on the one hand, and the incidental intraprovincial component on the other, and that the incidental part of the company's activity was within provincial jurisdiction. But the Privy Council came to a different conclusion and held that no valid distinction could be drawn between what was essential and what was incidental; that in interpreting Section 92 (10) (a) of the B.N.A. Act, the question is not what portions of the undertaking could be stripped from it without interfering with the activity altogether, but what is the undertaking which is in fact being

carried on. The Privy Council came to the conclusion that the undertaking in question was in fact one and indivisible and the fact that it might have been carried on differently did not make it or any part of it any the less an interconnecting undertaking. Consequently, the whole undertaking was held to be within federal jurisdiction.

Mr. Justice McLennan noted that in the *Winner* case the substantial or essential part of the undertaking was interprovincial and international while the incidental part was provincial. In the case at bar, the situation was reversed. Based on this factual distinction, Counsel for the employee argued that the *Winner* case was authority for the proposition that if an undertaking was either essentially extraprovincial or essentially provincial, then the incidental part of such an undertaking, if it is an indivisible one, should go along with the essential part.

In support of this argument, he relied on the following passage from the judgment of Lord Porter in the *Winner* case:

In coming to this conclusion their Lordships must not be supposed to lend any countenance to the suggestion that a carrier who is substantially an internal carrier can put himself outside provincial jurisdiction by starting his activities a few miles over the border. Such a subterfuge would not avail him. The question is whether in truth and in fact there is an internal activity prolonged over the border in order to enable the owner to evade provincial jurisdiction or whether in pith and substance it is interprovincial. Just as the question whether there is an interconnecting undertaking is one depending on all the circumstances of the case so the question whether it is camouflaged local undertaking masquerading as an interconnecting one must also depend on the facts of each case and on a determination of what is the pith and substance of an Act or Regulation.

Counsel for the employee conceded that the quotation dealt with "subterfuge" and "camouflaged local undertaking," but he also argued that it supported his contention as to the real meaning of the decision.

Mr. Justice McLennan did not agree with this interpretation. In his opinion, the quotation means that a carrier cannot evade provincial jurisdiction by creating an appearance of an interconnecting undertaking by extending his activities for that purpose across a provincial border. In such a case, comparative volume would undoubtedly be significant, along with other factors, to show what the real situation was.

In Mr. Justice McLennan's opinion, the *Winner* case does not support the contention that the interconnecting operation must be the main function of the undertaking to come within Section 92 (10) (a) of the B.N.A. Act. In his opinion, the inference from the *Winner* case seems to be

the other way; apart from a camouflaged local undertaking, the only question is whether there is one undertaking, and as a part of that undertaking, does the company carry goods beyond the province so as to connect Ontario and Quebec or extend beyond the limits of Ontario into the United States.

In the *Stevedores'* case, the employees of the company at Toronto were exclusively engaged in loading and unloading ships operated on a regular schedule between ports in Canada and foreign ports. In this respect, the Supreme Court of Canada held that since the business of the company was stevedoring ships, operating as described, that business was an essential part of shipping either under Section 91 (10) "Navigation and Shipping" or within Section 92 (10) (a) and (b) and, therefore, the labour relations between the company and its employees fell within the federal Industrial Relations and Disputes Investigation Act.

In the case at bar, Counsel for the employee argued that the decision in the *Stevedores'* case was based on the fact that the employees were *exclusively* engaged in services forming an integral part of shipping, which is under federal jurisdiction, and that the result might well have been different had they been engaged partly in or substantially in local shipping in the same way as the employees in the case under review were substantially engaged in local transportation. In support of this argument, Counsel pointed out that several of the judgments in the *Stevedores'* case indicated that the Industrial Relations and Disputes Investigation Act would not apply to "local shipping."

Mr. Justice McLennan did not agree with that argument. In his opinion, the judgments referred to discussed the validity of Section 53 (a) of the Industrial Relations and Disputes Investigation Act in its reference to "inland shipping" and not the question of the applicability of the federal legislation to the stevedores. However, Mr. Justice McLennan agreed with the Counsel for the employee that the question may still be open as to which is the appropriate jurisdiction in a case involving stevedores engaged partly on foreign shipping and partly on local shipping where such stevedores are employed, not by the shipping companies, but by an independent contractor. However, this uncertainty did not

help the employee's counsel. It could only arise when the business and undertaking, while necessarily incidental to the operation of the steamships, was separated by a contract from the primary undertaking of shipping. In Mr. Justice McLennan's opinion, a more accurate analogy with the case at bar would be as to whether employees of a shipping company engaged partly in foreign and partly in local shipping were to be governed in their labour relations by the federal or provincial law.

In the opinion of Mr. Justice McLennan, not every undertaking capable of connecting provinces or capable of extending beyond the limits of a province does so in fact. The words "connecting" and "extending" used in Section 92 (10) (a) of the B.N.A. Act must be given some significance. For example, a trucking company or a taxicab company taking goods or passengers occasionally and at irregular intervals from one province to another could hardly be said to be an undertaking falling within Section 92 (10) (a). But, if the facts show that a particular undertaking involves "connecting" and "extending" activity which is continuous and regular, as the undertaking is in the case under review, then it does in fact connect or extend and falls within Section 92 (10) (a) regardless of whether it is greater or less in extent than that which is carried on within the province.

Another point relied on by counsel for the employee was that in the case under review there was no question of national interest or concern involved and that undertakings, in order to fall under Section 92 (10) (a), must be of national importance or concern. Mr. Justice McLennan rejected this argument and was of the opinion that there is no requirement under Section 92 (10) (a) that the undertaking be of national importance or concern.

In conclusion, the court held that the carrier's whole undertaking fell within Section 92 (10) (a) of the B.N.A. Act and the company's labour relations were subject to the federal Industrial Relations and Disputes Investigation Act, and not to the Ontario Labour Relations Act. Consequently, an order was being issued prohibiting the Magistrates in Toronto from conducting any proceedings against the company under Section 32 (4) of the Ontario Labour Relations Act. *Re Tank Truck Transport Ltd.* (1960), 25 D.L.R. (2d), Part 3, p. 161.

# Recent Regulations under Provincial Legislation

Ontario amends apprenticeship regulations for the motor vehicle repair trade.  
Newfoundland adopts CSA Electrical Code as regulations under Fire Prevention Act

In Ontario, amendments to the regulations for the motor vehicle repair trade established a term of apprenticeship of five years for the motor mechanic branch and of four years for the body repair, and electrical and fuel system repair branches of the trade.

Newfoundland has adopted the seventh edition of the Canadian Electrical Code, Part I, (C.S.A. C22.1-1958) as regulations under the Fire Prevention Act, 1954.

## British Columbia Health Act

British Columbia amended the regulations for the sanitary control of industrial camps, issued under the Health Act. The new regulation, B.C. Reg. 247/60, gazetted December 29, amends B.C. Reg. 152/59.

Formerly, the Minister of Health and Welfare was empowered to exempt for any specified period mobile camps or any specified camp or place from the application of the regulations. This authority no longer exists.

A trailer used as sleeping quarters for two persons must have a net floor area of at least 96 square feet and a cubic air space of not less than 768 cubic feet. For each additional person, it must have an additional floor area of at least 48 square feet and an additional cubic space of not less than 336 cubic feet.

## British Columbia Hours of Work Act

The British Columbia Board of Industrial Relations granted its usual Christmas exemption to the mercantile trade. An order gazetted December 1 (B.C. Reg. 217/60) permitted employees in retail stores to work two hours in excess of the daily limit on any two days during the two-week period ending December 24, 1960.

## Ontario Workmen's Compensation Act

Regulations made by the Ontario Workmen's Compensation Board amending the Schedule of Industries under the collective liability section of the Act, approved by O. Reg. 309/60, were gazetted December 3 and went into force January 1.

Among other changes, cross cutting and drifting in or for mines, the manufacturing of metal pipe and metal tube, operating automotive machine shops and the blending or packaging of tea were added to the list of industries in which employers are required to contribute to the accident fund.

There were also some changes in classes and some industries previously listed were redefined.

## Manitoba Mines Act

Manitoba has issued Reg. 66/60 under the Mines Act, amending Reg. 57/45. The amendment was gazetted December 24.

It provides that no person may use an explosive other than a Fume Class 1 explosive underground in a mine, except with the permission of the director. This type of explosive is defined as one that has been so classified by the Explosives Division of the Department of Mines and Technical Surveys.

## Ontario Apprenticeship Act

The Ontario Industry and Labour Board and the Provincial Advisory Committee have amended their regulations respecting the motor vehicle repair trade. The provisions in the general apprenticeship regulations relating to wages of apprentices in the motor vehicle repair trade were also amended to conform with these changes. The new regulations were gazetted December 24 as O. Reg. 326 to 328/60.

The motor vehicle repair trade is now composed of three branches instead of four. The branches, lettered A, B and C, are the trades of motor mechanic, body repairer, and electrical and fuel system repairer. The previous regulations provided for a fourth branch, that of metal worker.

There has been no change in the operations that may be performed by persons engaged in any of the three branches of the trade except that testing for and correcting faulty alignment of wheels, axles and steering mechanisms are no longer included among the duties of a body repairer.

The regulations continue to exclude persons who do minor repair or servicing jobs, specifically exempting some employees not previously listed. These include persons engaged in balancing wheels and tires, lubricating the front wheel bearings and drive shaft, replacing mufflers, tail pipes and exhaust pipes. Persons who install defrosting apparatus are no longer included among the exemptions.

There has been no change in the outline of the course of study required to be covered. The specifications for the trade of motor mechanic are in line with the national standards that have been developed.



In the motor mechanic trade, the term of apprenticeship remains five years but in the body repair and electrical and fuel system repair trades it is now four years instead of five. (The three-month probationary period provided in the Act is included in all cases.)

An exception is again made for persons with vocational training. In the motor mechanic and electrical and fuel system repair trades, the apprenticeship period is three years if the apprentice holds a secondary school graduation diploma for auto mechanics (general). In the body repair trade, the term may also be reduced to three years if the apprentice holds a secondary school graduation diploma in body repair.

The provision regarding final examinations has been amended to conform with this change. Apprentices in the motor mechanics branch will continue to try their final examinations in the fifth year but those in the other two branches will be examined in the fourth year of their apprenticeship.

Rates of wages are again established for apprentices in the motor vehicle repair trade. In the motor mechanics branch, the minimum payable to an apprentice is 50 per cent of a journeyman's wage during the first year, increasing by 10 per cent each year to a minimum of 90 per cent during the fifth year. An apprentice who has qualified for a three-year apprenticeship must now be paid at least 70 per cent of a journeyman's rate the first year, 80 per cent the second year and 90 per cent in the final year. In the other two branches of the trade, where the term of apprenticeship is now four years, the rates are 50, 60, 70 and 80 per cent, respectively. Where the term of apprenticeship has been reduced to three years, the minimum is 60 per cent the first year, 70 the second year and 80 the last year. Previously, the minimum ranged from 40 to 80 per cent in the three branches of the trade. For apprentices serving a three-year term, the minimum ranged from 60 to 80 per cent.

As before, every person engaged in the motor vehicle repair trade except a registered apprentice or a person employed for

a probationary period must hold a certificate of qualification. A new provision permits an exception to be made in cases of emergency. A person who does not hold a certificate of qualification and who normally does only minor repair and servicing jobs which do not come within the scope of the regulations may, in an emergency, do the work of a motor mechanic, body repairman or electrical and fuel system repairer, provided no licensed tradesman is available.

### **Newfoundland Fire Prevention Act, 1954**

Newfoundland has issued an order, gazetted December 6, adopting as regulations under the Fire Prevention Act, 1954, the Seventh Edition of the Canadian Electrical Code, Part 1, designated as C.S.A. C22.1-1958.

### **Quebec Electricians' and Electrical Installations Act**

In Quebec, O.C. 2289 was issued under the Electricians' and Electrical Installations Act, and gazetted December 31. It amends O.C. 2780, gazetted August 3, 1940, as amended.

The amendment provides mainly for increased fees, but also deals with some other matters. The former provision that no person over 27 years of age could register as an apprentice electrician has been deleted. The order also sets out in more detail the requirements for obtaining an electrical installation permit. In addition, it includes a specific provision authorizing the Board of Examiners of Electricians to refuse to issue a new permit to the holder of an "A", "A-2" or "B" licence who has neglected or refused to repair defects pointed out in previous installations.

### **Saskatchewan Gas Inspection and Licensing Act**

In Saskatchewan, O.C. 2201/60, issued under the Gas Inspection and Licensing Act, was gazetted December 16. It amends O.C. 2244/57. The amendment repeals the provisions which formerly required a bond of \$2,000 to be furnished by supply houses, and also by employers engaging staff to take charge of gas installations on their own premises.

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A law recently passed by Delaware, with penalties for violation, prohibits discrimination in employment because of race, creed, colour, origin, and against workers aged 45 to 65.

A special division against discrimination was created in the state's Labor Commission to receive complaints and issue regulations under the new enactment.

In 1960 also, Alaska, which has a Fair Employment Practices Act, passed a separate law covering older workers.

# Annual Report of U.K. Chief Inspector of Factories

The number of reported accidents in premises under the United Kingdom Factories Acts increased by 3.8 per cent from 167,697 in 1958 to 174,071 in 1959, the Chief Inspector of Factories states in his Annual Report for 1959. An accident must be reported if it causes loss of life to a person employed in premises subject to the Factories Act or disables him for more than three days from earning full wages at the work at which he is employed.

The number of fatal accidents, however, declined by 10 per cent from 665 to 598, the lowest number of fatalities in this century.

The Chief Inspector attributes the increase in the total number of accidents partially to the marked rise in the level of industrial production in 1959 and the accompanying increase in the number of persons employed and hours worked. He does not consider that these reasons apply, however, to the disturbing increase, from 9,838 to 11,001, in the number of accidents to young persons.

The Report incorporates a number of important changes in the analysis and classification of accident statistics which should make them more effective for accident prevention purposes. A new table gives accident incidence rates for manufacturing industries.

The Chief Inspector considers that the wearing of protective clothing would reduce the large number of accidents to the head and neck, eyes, feet and ankles, and hands.

The final chapter of the Report concerns the activities of the Department. It includes information on publications and publicity; departmental, interdepartmental and joint committees; safety organizations; the Industrial Health and Safety Centre; and the Intelligence Section of the Inspectorate, which collects and disseminates information on industrial safety, health and welfare.

This Report, as in 1957 and 1958, includes two chapters dealing with particular subjects. The subjects in the 1959 Report: the designing of machinery for safe operation, and the prevention of accidents to young persons.

The Factories Act, 1959, was passed during the year (L.G. 1959, p. 1188).

## Accident Statistics and Trends

At the end of 1959 there were 222,117 registered factories, compared with 223,085 at the end of 1958. This decline, a continuation of the trend since the war, occurred almost entirely in the number of factories without mechanical power.

The increase in the number of accidents in 1959 reversed the consistent downward

trend of the preceding three years, but the total is still the lowest for the ten-year period ending in 1959, with the exception of 1958.

Although the number of fatal accidents has shown a marked decrease during the decade, the number of fatalities in building operations and works of engineering construction has fluctuated; in these industries, the substantial decline experienced in factories, docks and warehouses has not been attained.

The accident incidence rates table, incorporated in the Report for the first time, shows the number of accidents in each manufacturing industry per 1,000 workers subject to the Factories Act. It will therefore be possible in future years to make year-to-year comparisons of accident incidence rates in individual manufacturing industries, taking into account changes in the number of persons employed.

The Report includes an appendix giving an analysis by process and cause of all reported accidents. A modified causation code for classifying reported accidents was introduced in 1959. This brings a more definite relationship between the cause of the accident and measures that might have prevented its occurrence. Comparison of figures in this appendix, however, can be made only with those for future years.

The largest single category for factory accidents in 1959 was "handling goods"; 26.2 per cent of the accidents were in this category. Other categories and the percentage of accidents in them were: machinery in motion under power, 15.8; falls of persons, 15.1; struck by falling objects, 7.9; use of hand tools, 7.9; stepping on or striking against objects, 7.7; and transport other than rail, 6.1.

An appendix to the Report analyses accidents in manufacturing by each industrial process, giving the nature and site of injury. This table, together with another one that analyses accidents by process and primary causation, permits an analysis of the causes and results of accidents in any manufacturing process.

Accidents on building operations and works of engineering construction are analysed in much greater detail in this Report than previously. The number of accidents on building operations in 1959 was 15,410, the highest total since the war. There were 169 fatal accidents, fewer than in 1958 and the average for the last ten years. The 2,875 reported accidents on works of engineering construction in 1959,

also the highest since the war, compares with 2,329 in 1958. Fatalities numbered 48, slightly lower than in 1958.

Electrical accidents in 1959 numbered 738, of which 34 were fatal, compared with 714 accidents and 38 fatalities in 1958. (The causes and prevention of electrical accidents are discussed in detail in *Electrical Accidents and their Causes 1959*, another publication of the Inspectorate.)

Dangerous occurrences must be reported under the Factories Act, 1937. In 1959, there were 1,298 of them, compared with 1,243 in 1958.

### Review of the Year

This year the Report again deals with certain industrial developments relating to the safety, health and welfare of factory workers. It also refers to some of the efforts made in different industries, by voluntary organizations, and by schools and technical colleges in respect to problems of safety and health.

With respect to electrical developments, there are discussions devoted to protection from fire and explosion in the petroleum industry, safety precautions in large ammonia compressor houses, and to electronics.

Engineering developments dealt with in the Report concern the use of disc brakes on two-roll mills in rubber works, the introduction of power presses into the clothing industry, the use of hydraulic power for leather machinery, and the use of automatic-feed mechanisms in the printing industry.

In regard to foundry developments, the Report refers to a method of controlling fumes in non-ferrous foundries by the use of exhaust air of high velocity, and to a new type of reverberatory furnace. In iron foundries, work has been done on the drying of ladles by electrical energy and by gas. Two hot fettling processes have been introduced into steel foundries to minimize the production of dust containing dangerous free silica. There is also a discussion involving power-operated doors on heavy duty lifts.

Chemical developments included in the Report relate to the application of protective coatings containing toxic solvents to the internal surfaces of vessels, and the use of ammonium nitrate in the manufacture of silica bricks of low porosity.

In the building and civil engineering industries, developments in connection with maintenance and repair work on high buildings and the risk of collision between jibs of tower cranes are discussed.

Other developments dealt with concern the shipbuilding industry and the modification of textile machinery.

Efforts were continued in 1959 to have instruction in safe working practices incorporated in the curricula of technical colleges and schools. In this respect, further discussions were held between Inspectors of Factories and of Schools and principals and teachers of technical colleges.

During the year there was an extension of training courses in accident prevention for foremen and chargehands in the building industry. Similar courses have also been developed by the civil engineers for their foremen.

### Designing Machinery for Safe Operation

The Report points out that many dangers of machinery can be avoided if the manufacturer incorporates safety features when it is being designed. Since 1937 a provision in the Factories Act has required any person who sells a machine for use in a factory in the United Kingdom to meet certain minimum standards with respect to guarding, thus establishing the principle that the manufacturer of machinery as well as the user had a legal responsibility. A great deal has also been done on a voluntary basis, and the Inspectorate, manufacturers, users and unions have collaborated toward the designing of safe machinery.

Agreement between employers and unions with respect to effective measures for machine guarding in a particular industry is one way of influencing machinery manufacturers. Over the years, committees comprised of representatives of these groups and the Inspectorate have made important contributions to the safe design of machinery in various industries, including the textile, printing and papermaking industries.

Some types of machines, such as power presses and milling machines, are used in several industries. In these cases, technical advisory committees representatives of the principle makers and users have been established to deal with safety problems respecting their design.

Another important agency contributing to machine safety is the British Standards Institution, which has as its main objective the co-ordination of the efforts of producers and users for the improvement, standardization and simplification of engineering and industrial products. Its standards bring to the attention of manufacturers important safety principles that should be incorporated in the design of machinery. Factory inspectors have served on about 400 of its committees.

The Report refers to five important general safety principles that manufacturers and designers should observe in connection with all types of machines.



One of these principles is the importance of ensuring that the machine operator is safe during maintenance and cleaning of the machine, as well as when he is operating it. In this respect, safe methods of lubrication can be designed, interlocking of guards may be employed, and "stop and lock" buttons may be used.

The designer should try to eliminate dangerous moving parts of machinery, make them inaccessible or safe by position, or make it unnecessary for the operator to work in the danger area. The electric motor and the use of automatic-feed mechanisms for printing machines are examples where these principles have been applied. If complete enclosure or elimination of dangerous parts is impossible, the designer should try to achieve a built-in system of enclosures forming an integral part of the machine.

Another important safety principle is that of "failure to safety." Measures should be taken so that if a machine breaks down or a safety device fails to function properly a dangerous situation will not arise.

The provision of safe control devices is also a principle which the designer of a machine should observe. These should be so placed and arranged that they cannot be operated accidentally. The different kinds of control should be easily distinguishable. "Stop" buttons should stand out clearly, have a mushroom head, and be red. "Start" buttons should be sunk or shrouded to prevent accidental starting of the machine.

In addition, the designer should so design a machine that unnecessary fatigue of the operator is eliminated, and thereby assist in avoiding accidents.

### Prevention of Accidents to Young Workers

The Report states that young workers, especially during their first year of employment, are more likely to have an accident than older, more experienced workers. Consequently, special safety measures for young workers should be promoted by the Government, colleges and schools, and employers.

Since 1937, legislation concerning young persons has been enacted which: prohibits or restricts employment in dangerous or unhealthy trades; prohibits employment on certain types of dangerous machinery and in carrying or lifting excessive weights; limits hours of work; and provides for medical supervision.

The Chief Inspector considers that young persons in colleges and technical schools should receive safety training not as a special subject, but as an integral part of the courses normally taught. In this way, the young worker can learn how tools should be maintained and used, and machines

properly guarded. The teacher can instil the safety consciousness and acceptance of discipline in the use of machines and tools that is very important in factory life.

A number of conferences on safety training in technical colleges and schools have been attended by principals, department heads and teachers, and addressed by senior members of the Factory Inspectorate. One of these conferences, held in Glasgow, favoured the following suggestions: the publication of a safety code for each college; the appointment of one teacher to be specially responsible for safety matters; the inclusion of questions on safety in examinations; and close liaison between technical colleges and inspectors of factories, who can lecture and advise on safety.

The Chief Inspector states that the employer must take special safety precautions for young workers in his employ, and discusses selection and supervision, and induction and training as important measures in this respect.

Care in selecting the young worker for a specific job is essential. Careful and constant supervision is necessary during the trial period. If he shows that he can not do the job safely he should be transferred. If a person is provisionally considered competent to do a job, there should be a check made for some time on his method and manner of working and on any accidents he may have.

With respect to induction and training, all young workers, when first employed, should be instructed in safe working practices and warned against behaviour that may cause accidents. They should be taught safety consciousness, and the dangers of, for example, loose clothing and footwear that does not protect the feet.

In training schemes for young persons,

(a) the young worker should be shown where he will work, the main dangers and their causes, and how to avoid them;

(b) a competent adult should personally supervise the young person's work during initial training;

(c) the proper way to operate his machine should be shown in detail, and the dangers of undesirable methods of operation explained;

(d) there should be a clear policy for departmental managers and supervisors on accident prevention and close control of the work of young persons under their jurisdiction;

(e) strict discipline should be enforced to ensure safe methods of working;

(f) special safety propaganda should emphasize the importance which the employer and supervisors attach to safety principles.

## Annual Report on Industrial Health

The Annual Report of the Chief Inspector of Factories on Industrial Health for 1959, published separately as in the two previous years, contains three main chapters. One of these reviews the year's developments; a second deals with industrial diseases, poisoning and gassing; and the third is a special chapter on dusts and their effects on the lungs.

Among the matters referred to in the first chapter is the publication of the Report of the Committee of Inquiry on Anthrax. This Committee was appointed by the Minister of Labour in 1957. Also, the Industrial Health Advisory Committee approved the publication of a booklet entitled *Toxic Substances in Factory Atmospheres*. It was published in 1960.

The second chapter discusses specific cases of industrial diseases, poisoning and gassing, including their diagnosis, treatment, and measures taken to prevent their recurrence. These discussions relate to cases of lead poisoning, chronic benzene poisoning, compressed air illness, anthrax, chrome ulceration, epitheliomatous ulceration, pneumoconiosis, industrial dermatitis, over-exposure to ionizing radiations, and gassing.

The special chapter deals with the effects of dust on the lungs, dusts causing fibrosis of the lungs, inert dusts which do not cause fibrosis of the lungs, dusts causing inflammation of the lungs, vegetable dusts, dusts predisposing to lung cancer, and protection against inhalation of dust.

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## Labour Legislation of Past Decade

(Continued from page 148)

the provincial Acts. Compensation under the Act is paid by the employer (the shipping company), who is required to carry accident insurance to cover his liability.

The 1953 amendments reduced the waiting period from seven to four days, increased the maximum annual earnings on which compensation is based from \$2,500 to \$3,600 and raised the benefits payable in death cases.

In 1957 maximum annual earnings were increased to \$4,500, and the percentage of average earnings used in computing compensation for disability was raised from 66½ to 75. Further increases were provided in death benefits, making a widow eligible for an immediate lump sum of \$200, a monthly pension of \$75, and an allowance of \$25 a month for each child under 18 years. A payment of \$35 a month was provided for an orphan child. A maximum of \$200 is allowed for funeral expenses, together with a further sum, if required, for transportation of the body to the place of interment.

The amendments made to the Government Employees Compensation Act involved no changes in benefits. Under this Act an employee of the Crown who is disabled by accident or industrial disease arising out of his employment is eligible for the benefits payable under the workmen's compensation law of the province in which he is usually employed. Provision for payment of compensation in accordance with the Workmen's Compensation Act of the province where the employee is usually employed was made in 1955 amendments. Under the previous wording, compensation was paid according to the law of the province in which the accident occurred or the industrial disease was contracted. By a further amendment, the Minister of Labour was given authority to promote accident prevention programs in the Public Service of Canada.

Claims under the Government Employees Compensation Act are adjudicated by the provincial Workmen's Compensation Board, which acts as the agent of the federal Government.

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Claimants for unemployment insurance benefit at end of November number 485,200, increase of 47 per cent over end of October total, of 16 per cent over figure year before, statistics\* show. Men account for 85 per cent of month's increase

Claimants† for unemployment insurance benefit on November 30 numbered 485,200, an increase of 47 per cent over the total of 330,200 on October 31, and 16 per cent higher than the figure of 417,500 on November 30, 1959.

Males accounted for more than 85 per cent of the increase during the month, and comprised 75 per cent of the total on November 30.

Of the claimants at the end of November, some 15,000 were classified as seasonal benefit applicants, compared with a total of 5,000 seasonal claimants at the same time in 1959.

The number of those on claim for two weeks or less increased by 81 per cent over October 31, the males in this category increasing by 91 per cent and the females by 49 per cent.

The average period of time on claim on November 30 was estimated to have been a little more than seven weeks, compared with six and a half weeks at November 30, 1959.

The number of those on claim for more than three months was substantially greater than at the same time in 1959, and this applied especially to males.

### Initial and Renewal Claims

Initial and renewal claims for benefit during November numbered 304,400, which was 70 per cent more than the October total of 178,200 and about 10 per cent above the total of 278,600 in November 1959.

The month-to-month increase in initial claims was 100 per cent; renewal claims were up by 31 per cent. During the latter part of November, claims failing the regular contribution requirements are considered

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

under the seasonal benefit provisions, although benefit may not be paid until the Monday of the week in which December 1 falls. This explains, in part, the relatively larger increase in initial claims.

Compared with the previous year's figures, renewal claims were 14 per cent higher. Initial claims increased by 7 per cent.

The average weekly number of beneficiaries was estimated at 272,900 for November, 225,900 for October and 209,600 for November 1959.

Benefit payments totalled \$26,600,000 for November, \$20,700,000 for October and \$17,500,000 for November 1959.

The average weekly benefit payment was \$23.19 in November, \$22.86 in October, and \$20.85 in November 1959.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for November showed that insurance books or contribution cards had been issued to 4,907,700 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1960.

At November 30, 1960 employers registered numbered 332,001, a decrease of 148 since October 31.

### Enforcement Statistics

During November 1960, investigations conducted by enforcement officers across Canada numbered 6,162. Of these, 2,095 were spot checks of postal and counter

\*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.



claims to verify the fulfilment of statutory conditions and 231 were miscellaneous investigations. The remaining 3,836 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 305 cases, 48 against employers and 257 against claimants.\* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 3,599.\*

## Unemployment Insurance Fund

Revenue received in November totalled \$29,214,672.56 compared with \$30,246,976.09 in October and \$27,823,610.54 in November 1959. Benefits paid in November totalled \$26,583,609.14 compared with \$20,650,922.40 in October and \$17,479,376.35 in November 1959.

The balance in the Fund on November 30 was \$331,703,558.88; on October 31 it was \$329,072,495.46 and on November 30, 1959, it was \$475,178,655.52.

# Decisions of the Umpire under the Unemployment Insurance Act

Decision CUB-1792, November 8, 1960

(Translation)

**Summary of the Main Facts**—A married woman, 25 years of age, worked as a spinner for Bruck Mills Ltd., Sherbrooke, Que., from February 15 to April 11, 1960. When she filed an initial application for benefit on May 25, she stated that she had left that employment for the following reasons:

I had to leave to take a rest on my doctor's orders. I am pregnant and am expecting the birth of a child around the end of October 1960. I am prepared to work, but at a job where I can sit down.

The employer stated that the claimant's employment had terminated owing to ill health.

The claimant furnished the local office with a medical certificate dated May 25, which read: "The above-mentioned person, now under my care, can certainly return to work, provided it is work that can be done sitting down."

On June 15, the insurance officer disqualified the claimant from receipt of benefit from May 22, because in his opinion she was not available for work within the meaning of section 54 (2) (a) of the Act.

On June 17, the claimant appealed to the board of referees from the insurance officer's decision. On July 27, the board of referees unanimously gave a decision, in part as follows:

... In her statement to the board of referees, the claimant said that the work she was doing was too hard for her to do in her physical condition. She asked her employer for a lighter job and as all the jobs were filled she was forced to leave her employment.

The board of referees is of the opinion that the work performed by the claimant was certainly too hard for her in her condition. The board of referees doubts very much whether an

employer would be interested in hiring her in her condition. Furthermore, the claimant is not supporting a family.

The board of referees, after studying the record, can only maintain the decision of the insurance officer.

On August 9, with leave from the chairman of the board of referees, the claimant appealed to the Umpire in the following terms:

1. I have never refused employment;
2. There has never been any doubt about my desire to obtain a job;
3. There is a contradiction in the reasons, since they doubt whether an employer would be willing to hire me in my condition;
4. If there is any doubt that an employer would be willing to hire me it is evident that I am available for work and that I have always wanted to obtain work.

**Considerations and Conclusions:** According to the evidence, the claimant, who at that time had been pregnant 2½ months, left her employment as a spinner to take a rest, and her employer stated that the employment had terminated owing to ill health. This differs greatly from the reason which she gave before the board of referees, namely: "She asked her employer for a lighter job and as all the jobs were filled she was forced to leave her employment."

I prefer to believe her first version, which she is supported, moreover, by the statement of the employer and by her withdrawal from the labour market for more than six weeks after the termination of her employment.

The termination of the claimant's employment in order to take a rest makes it very doubtful whether she really intended to work when she filed her application for benefit at the local office, especially if we consider also that she was registered only for work that could be done sitting down and that, as she had been pregnant for about four months, she could expect at the very most to obtain temporary jobs of short duration in that kind of work.

\*These do not necessarily relate to the investigations conducted during this period.

In view of the serious doubt which attaches to the claimant's intention to work and the conditions of a particularly restrictive nature on which she intended to re-enter the labour market, I consider that for all practical purposes the claimant was not available within the meaning of section 54 (2) (a) of the Act, commencing May 22, 1960.

I therefore decide to dismiss the claimant's appeal.

### Decision CUB-1800, December 7, 1960

**Summary of the Main Facts**—The claimant, who resides in London, Ont., filed a renewal application for benefit on May 3, 1960, and was registered for employment as a cafeteria worker. She stated that she had worked... as a cafeteria worker from July 1959 to April 28, 1960, when she was laid off because of a shortage of work. Her rate of pay at the time of the termination of her employment was \$155 a month.

The employer gave as the reason for separation "disagreement with supervisor. (The claimant) was not asked to leave."

On May 10, the local office asked the claimant to comment on the reason given by the employer. She stated, in part, in a letter dated May 12: "... Re Disagreement with Supervisor... His general attitude I thought most unfair a number of times and felt quite justified in quitting..."

The insurance officer disqualified the claimant from receipt of benefit for the period May 1, 1960, to June 4, 1960, inclusive, because, in his opinion, she had voluntarily left her employment without just cause (section 60 (1) of the Act).

The claimant appealed to a board of referees and stated:

... I feel justified under the conditions in leaving my last employment. Being placed in charge, as supervisor of the female staff on the morning shift (no less work) (no more money). Found this added responsibility "tough" due to lack of co-operation or support of senior supervisors. "Asked to be relieved from this responsibility". However, continued under these conditions, until I found it too difficult to carry on...

The board of referees which heard the case in London, Ont., on June 16, by a majority decision dismissed the claimant's appeal. In reaching this decision, the majority members took cognizance of the following:

... (The) Manager, Food Services of (the employer), advised the local office today that she was not employed in a supervisory capacity—she was a senior employee on the shift. He strongly indicated that she has stirred up considerable trouble during her period of employment and voluntarily separated on her own accord...

The dissenting member of the board was of the opinion that the claimant was fully justified in leaving her employment "before a health condition appeared" as a consequence of her not being relieved of the supervisory part of her job.

The claimant appealed to the Umpire on the same grounds as those contained in her appeal to the board of referees. In view of the claimant's appeal to the Umpire, the manager of the local office wrote to the employer on July 7 for information as to whether or not any change had been made in the claimant's duties, what work she was performing, details regarding the disagreement with the supervisor and whether or not the claimant attempted to have her alleged grievance rectified. (The employer) replied as follows:

An attempt to answer your letter of July 7 at this time is rather difficult as (the) Supervisor... is on vacation.

(The claimant) was engaged by us as a Cafeteria Assistant, and during the time that she was employed... there was no official change made in her status. Any thought that she was a supervisor was entirely in her own mind. As far as we are concerned any Employee who shows qualities of Leadership would be encouraged by us and eventually we would promote them.

Unfortunately (the claimant) possessed the unhappy faculty of fostering trouble among the people with whom she worked and also for herself. Any problem that existed with (the claimant) while employed... was not taken up by her with me.

It is my understanding that on the day (the claimant) left, she approached her Supervisor regarding a decision on a problem, and as he was busy with other duties at the time attempted to delay the matter, whereupon (the claimant) made the abrupt comment—"Make up your mind" and walked off the job.

I hope this letter is of some help to you in clearing up this matter, also it is not my wish to in any way hinder (the claimant), as her work was excellent, her manner was something else.

The claimant also requested and was granted an oral hearing of her case before the Umpire, which was to be held in Toronto on November 24. However, prior to that date, the claimant withdrew her request for a hearing because of the expense she would have to bear by attending the hearing and as a consequence it was not held.

**Considerations and Conclusions**—Under section 60 (1) of the Unemployment Insurance Act, "an insured person is disqualified from receiving benefit if he... voluntarily left his employment without just cause."

In this case, as the record shows that the claimant voluntarily quit her employment because of some dissatisfaction with her conditions of employment, in order to show just cause she should have, according to the

(Continued on page 177)

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during December

### Works of Construction, Remodelling, Repair or Demolition

During December the Department of Labour prepared 179 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 230 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in December for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	116	\$696,322.00
Post Office .....	7	87,122.00
RCMP .....	11	28,368.74

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during December

During December the sum of \$14,253.91 was collected from 9 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 313 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during December

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Fredericton N B:* Wendell McFadzen, relocation of house No. 69, Experimental Station. *Elbow Sask:* Nick Linden Construction (Medicine Hat) Ltd, supply of gravel type material & depositing same in stockpile & on No. 19 Highway from its junction with No 42 Highway. *Outlook Sask:* W F Botkin Construction Ltd, supply & stockpiling of gravel type material on No 45 Highway from Birsey to South Saskatchewan River Damsite. *near Castor Alta:* Filipenko & Sons, construction of revisions & improvements to Parr Reservoir. *near Hillspring Alta:* Emil Anderson Construction Co Ltd, Square M Construction Ltd, Coleman Collieries Ltd, construction of earth embankment to form Waterton Dam & upper portion of reinforced concrete access shaft for diversion tunnel on Waterton River.

### Atomic Energy of Canada Limited

*Chalk River Ont:* J A McGregor (Renfrew) Ltd, \*plastering of ceiling & walls, addition to Bldg 150; Carl J Lehman & Sons Ltd, \*extension to Bldg 100, Plant Site.

### Central Mortgage and Housing Corporation

*St John's Nfld:* Benson Builders Ltd, \*repairs to prefabricated units (Vets 1/49). *Gagetown N B:* Forbes & Sloat Ltd, construction of additional access roads & house walks (Job 69/54). *London Ont:* Max A Crump, site improvement & planting for 100 housing units (FP 4/57). *Trenton Ont:* Tatham Co Ltd, construction of stage 4 extension to school (DND 7/60).

### Department of Citizenship and Immigration

*Sioux Lookout Indian Agency Ont:* James Ratchford Plumbing & Heating, improvement to washroom facilities, Sioux Lookout IRS. *Six Nations Indian Agency Ont:* Cayuga Quarries Ltd, construction of Boston Creek Bridge No 5 located on road No 273; Brenzil Construction Co, construction of Fish Creek Bridge No 3 located on road No 151. *Clandeboye Indian Agency Man:* F W Sawatzky Ltd, construction of one classroom prefabricated day school, Little Black River Reserve. *Portage la Prairie Indian Agency Man:* Relf Plumbing & Heating Ltd, conversion from coal to natural gas firing of boilers & furnace, Brandon IRS. *Battleford Indian Agency Sask:* Hahn Construction, construction of two classroom Indian Day school, Moosomin Reserve. *Edmonton Indian Agency Alta:* Hillas Electric Co, electrical re-wiring of Edmonton IRS. *Kwawkwalth Indian Agency B C:* K Moore & Co Ltd, construction of dormitory washrooms, etc, Alert Bay. *Vancouver Indian Agency B C:* Trysson & Son Iron Works, erection of fire escapes & building renovations, Sechelt IRS. *Yukon Indian Agency Y T:* Whitehorse Construction Co Ltd, installation of floor tile & linoleum, Carcross & Lower Post IRS.

## Defence Construction (1951) Limited

*Torbay Nfld:* Wm Lovelace Ltd, fire retardant coating, Bldg No 25 including leantos, RCAF Station. *Chezetcook N S:* Vacon Construction Ltd, construction of control bldg, bombing range. *Cornwallis N S:* Cardinal Painting & Decorating Co Ltd, interior painting of 49 DND married quarters & 12 bldgs, HMCS *Cornwallis*. *Dartmouth N S:* L E Powell & Co Ltd, repairs to quay wall & wharf, RCN Armament Depot. *Halifax N S:* Dynamic Construction Ltd, construction of new sub-station. *Gloucester Ont:* L Zuccarini Construction, construction of maintenance workshop. *Prince Albert Sask:* T L Smith Construction Co Ltd, \*supply & erection of extensions to existing Butler Bldg—DRB. *Chilliwack B C:* K Moore & Co Ltd, improvement to water distribution system, Camp. *Esquimalt B C:* G H Wheaton Ltd, extension to Combined Technical Training Establishment.

### Building and Maintenance

*Camp Gagetown N B:* E S Stephenson & Co Ltd, supply & installation of elevator & erection of hoistway, CHP Bldg B-11. *Longue Point Que:* Daniels & Mannard Ltd, interior renovations to bldgs 143 & 145, No 25 COD. *Barriefield Ont:* Kingston Painting & Decorating Service, interior painting of 13 bldgs, RCME School. *Camp Borden Ont:* F W Jackson & Sons Ltd, interior painting of bldg A142, RCAF Station. *Downsview Ont:* E P Electric Products Co Ltd, installation of fire alarm system, RCAF Station. *Winnipeg Man:* Buhle Painting & Decorating Co Ltd, painting of 100 rental units, RCAF Station; Canadian Comstock Co Ltd, alterations to underground electrical distribution system.

### Department of Defence Production

*Summerside P E I:* Maritime Asphalt Products Ltd, renovations to Barrack Blocks 3, 4, 5 & 6. *Albro Lake N S:* Canadian Comstock Co Ltd, installation of underground power cable for Micro-wave Relay Station. *Greenwood N S:* Fred T Cleveland, interior painting of married quarters, RCAF Station. *Halifax N S:* Dominion Sound Equipment Ltd, installation of acoustic tile, Punch Card Machine Room, Bldg No D40A, HMC Dockyard; Webb Engineering Ltd, renewal of distribution line, HMC Dockyard. *Sydney N S:* Guildfords Ltd, machinery & pipe insulation, HMCS *Lanark*, Point Edward Naval Base. *Quebec Que:* Toitex Inc, replacement of galvanized roof covering, including insulation at 59-61 St Louis St PMQs. *St Hubert Que:* L Potvin Enrg, excavation & replacement of cables & potheads, RCAF Station. *Angus Ont:* Les Bertram & Sons, construction of sewage disposal field, 13X Depot, RCAF Station. *Alexandria Ont:* J L Lou Bray Ltd, removal of existing heating system & chimneys, etc, Armoury. *Downsview Ont:* Weather-proofing Ltd, replacement of pipe sleeves in all inlet entrances to manholes, RCAF Station. *London Ont:* Cardinal Painting & Decorating Co Ltd, painting interior of PMQs, Oxford & Highbury Ave; J V McDonnell Electrical Construction Co Ltd, installation of automatic fire detection system in No 5 Hangar, RCAF Depot. *Fort Churchill Man:* S E Gage Co Ltd, application of sprayed asbestos insulation to interior of RCE Garage, Bldg D-18. *Shilo Man:* Fort Rouge Decoration & Sandblasting Co, interior painting of bldgs L104 & L67, Military Camp. *Lancaster Park Alta:* B & E Painting & Decorating Ltd, repainting interior of Bldg 222, RCAF Station, Namao. *Whitehorse Y T:* Nelson's Ltd, partial renewal of heating system in Bldg No 200, HQNWHS & OR's Quarters, Camp Takhini.

### Department of Justice

*St Vincent de Paul Que:* Douglas Bremner Contractors & Builders Ltd, construction of Vocational Training Bldg No 20, Federal Training Centre.

### Department of Mines and Technical Surveys

*Halifax N S:* Halifax Shipyards, \*docking & underwater repairs, CGS *Baffin*; Halifax Shipyards, \*docking & underwater repairs, CGS *Kapuskasing*. *Pictou N S:* Ferguson Industries Ltd, \*docking & underwater repairs, CGS *Cartier*; Ferguson Industries Ltd, \*docking & underwater repairs, CGS *Acadia*. *Victoria B C:* Yarrows Ltd, \*docking & underwater repairs, CGS *Marabelle*; McKay-Cormack Ltd, \*construction of echo sounding launch; Point Hope Shipyards Ltd, \*docking & underwater repairs, CGS *Parry*; Yarrows Ltd, \*docking & underwater repairs, CGS *Wm J Stewart*; McKay-Cormack Ltd, \*annual refit of CGS *Parry*; McKay-Cormack Ltd, \*annual refit of CGS *Marabell*.



## National Harbours Board

*Montreal Que:* Foresteel Products Ltd, modifications to Marine Towers, Elevator No 1.

### Department of Northern Affairs and National Resources

*Baddeck N S:* Alphonse MacPhee, \*masonry construction for Silver Dart Memorial, Alexander Graham Bell Museum. *Cape Breton Highlands National Park N S:* Hopper Bros, \*well drilling at Broad Cove Campground. *Louisbourg N S:* Mark Connington, \*supply & installation of automatic stoker for Museum & Custodian's residence, Fortress of Louisbourg. *Port Royal N S:* H B Mitchell Ltd, \*supply & installation of heating system for Port Royal Habitation. *Fort Beausejour N B:* Sackville Builders Ltd, construction of addition to Custodian's residence. *Fundy National Park N B:* New Brunswick Electric Power Commission, \*construction of transformer bank in trailer park. *Saint John N B:* Stirling Electric Ltd, \*electrical installation, Martello Tower; Harold Peer Ltd, \*installation of forced warm air heating system, Martello Tower. *Great Whale River Que:* Tyver Ltd, supply & installation of underground services. *Quebec Que:* Tri-Bec Inc, \*supply & installation of floodlights for St John's Gate. *Amherstburg Ont:* Ranta Enterprises (Amherstburg) Ltd, \*repairs to river frontage, Fort Malden National Historic Park. *Georgian Bay Islands National Park Ont:* Ernie Bates, \*electrification of equipment storage bldg & painting of storage & fire equipment sheds, Beausoleil Island. *Point Pelee National Park Ont:* Noble's Cartage, \*supply & placing of rock rip-rap along shorelines. *Riding Mountain National Park Man:* Brandon Plumbing & Heating Ltd, \*plumbing & heating installations in duplex residence. *Prince Albert National Park Sask:* Saskatchewan Power Corporation, \*construction of 25 KV single phase line to pumphouse & heater house. *Banff National Park Alta:* Hodgett's Plastering Ltd, \*lathing, plastering, etc in residence, Healey Creek Warden Station. *Elk Island National Park Alta:* International Water Supply Ltd, test drilling & drilling of four wells. *Mount Revelstoke National Park B C:* Astra Construction Co Ltd, reconstruction of access road from Mile 2 to Mile 8, inclusive. *Yoho National Park B C:* Don Young Plumbing & Heating, \*supply & installation of heating system in Warden's residence, Leancoil; Hodgett's Plastering Ltd, \*lathing & plastering work in Warden's residence near Leancoil.

### Department of Public Works

*Fortune Nfld:* McNamara Construction of Newfoundland Ltd, harbour improvements. *Sweet Bay Nfld:* Benson Builders Ltd, construction of landing wharf. *Charlottetown P E I:* Berken Painting Co, interior painting & redecorating of Dominion Bldg. *Tignish Harbour P E I:* Ralph Ford, breakwater replacement. *West Arichat N S:* Albert MacDonald, wharf construction. *Lord's Cove N B:* Diamond Construction (1955) Ltd, wharf repairs. *Lorneville N B:* Robert Lloyd Galbraith, harbour improvements. *Middle Caraquet N B:* Comeau & Savoie Construction Ltd, wharf repairs. *New Mills N B:* Comeau & Savoie Construction Ltd, wharf repairs. *Caughnawaga Indian Agency Que:* Simeon Marciel, construction of teachers' residence. *Contrecoeur Que:* Les Entreprises Sorel Enrg, repairs to retaining wall on lot P-99. *Lauzon Que:* Theriault & Beland Inc, replacement of cast iron bollards at Lorne Dry Dock. *Les Escoumains Que:* Lucien Cote, Enr, construction of post office. *Mistassini Que:* Verga Construction Ltee, construction of post office. *Montreal Que:* J Lamontagne Ltee, construction of despatching platform, first floor, Postal Terminal, 715 Windsor St; Edgar Milot Inc, interior alterations (new office accommodation), Customs House; B K Johl Inc, installation of metal office partitioning, National Revenue Bldg; Daniels & Mannard Ltd, alterations to Youville Postal Station. *Ormstown Que:* Simeon Marciel, construction of post office. *Quebec Que:* C Jobin Ltee, alterations to screen line & night lobby at Upper Town post office. *Rimouski Que:* Leopold Tremblay, repairs to lighting system. *St Francois du Lac Que:* Roy & Trottier Inc, reconstruction of retaining wall. *St Germain de Grantham Que:* Robert Lemire, construction of post office. *St Lin (Laurentides) Que:* Sauve Construction Ltee, construction of post office. *Three Rivers Que:* Lajeunesse & Freres Inc, interior painting of federal bldg. *Thurso Que:* Dufort & Lavoie Enrg, addition & alterations, federal bldg. *Angus Ont:* J M Fuller Ltd, construction of post office. *Downsview Ont:* Purton Construction Co Ltd, erection of federal bldg. *Dundas Ont:* Frank Owens, repairs to federal bldg. *Falconbridge Ont:* Fielding Construction (Sudbury) Ltd, construction of post office. *Finch Ont:* Menard Bros Ltd, construction of post office. *Ingersoll Ont:* Ellis-Don Ltd, construction of federal bldg. *Kenora Ont:* S Flostrand, subway wharf repairs. *New Hamburg Ont:* L Riehl & Son, construction of post office. *North Bay Ont:* Gap Construction Co Ltd, wharf improvements. *Ottawa Ont:* Sanco Ltd, cleaning



interior of new Surveys & Mapping Bldg, Booth St; A G Reed, installation of lighting system at Plouffe Park, Preston St; Oakes Mechanical Contracting Co, installation of cooling towers, Food & Drug Laboratory & Standards Testing Laboratory, Tunney's Pasture; Earle K Midkiff, redecoration of interior, No 2 Temporary Bldg, Wellington St; Presley Painting & Decorating Co Ltd, redecoration of Food & Drug Bldg, Tunney's Pasture; Hill the Mover, moving of furniture, equipment, etc, from post office workshops, Sparks & Elgin Sts 310-312 Slater St, & Woods Bldg, Hull, Que, to new post office bldg, Riverside Drive. *Port Arthur-Fort William Ont*: McNamara Construction Ltd, harbour improvements, stage 5 (structures). *Port Carling Ont*: Norman Young & Sons, construction of post office. *Swastika Ont*: Pulsifer Construction Ltd, construction of post office. *Thorndale Ont*: Frank Van Bussel & Sons Ltd, construction of post office. *Toronto Ont*: Canadian Dredge & Dock Co Ltd, reconstruction of West Pier (South End), Eastern Entrance of Harbour. *Churchill Man*: Matheson Bros Ltd, construction of water supply sewage collection & disposal facilities for Eskimo Camp 20. *Rapid City Man*: Jaska Construction Ltd, construction of post office. *Winnipeg Man*: J S Quinn Construction Co Ltd, wharf repairs (Alexander Ave wharf). *Fillmore Sask*: Weyburn Builders & Supplies Ltd, construction of post office. *St Brieux Sask*: C M Miners Construction Co Ltd, construction of post office. *Calmar Alta*: Gustav A Larson, construction of post office. *Empress Alta*: Greene Construction Co, construction of post office. *Rockyford Alta*: Bird Construction Co Ltd, construction of post office. *Tofield Alta*: H D C Construction Co Ltd, construction of post office. *Wildwood Alta*: Gustav A Larson, construction of post office. *Alert Bay B C*: Walden Bros Sawmills Ltd, float renewal. *Departure Bay B C*: Hume & Rumble Ltd, installation of electrical distribution system (Nanaimo Biological Station). *Douglas B C*: H Jones & Son, construction of inspection station, parking facilities & landscaping, Customs & Immigration Bldg. *Field B C*: Universal Construction Co Ltd, construction of post office. *Gibson's Landing B C*: Pacific Piledriving Co Ltd, wharf repairs. *Lund B C*: Greenlees Piledriving Co Ltd, float renewal. *Nanaimo B C*: The Fraser River Pile Driving Co Ltd, reconstruction of Assembly Wharf. *Oliver B C*: Pollock & Taylor Construction Co Ltd, construction of federal bldg. *Parksville B C*: G E Millhouse Construction Co Ltd, construction of post office. *Steveston B C*: Seaforth Construction Ltd, reconstruction of boat house. *Vananda B C*: W J Dick Ltd, construction of post office. *Vancouver B C*: Kennett Construction Ltd, alterations to fourth floor of Old Examining Warehouse. *Victoria B C*: Ove Pedersen, alterations & additions to third floor, federal bldg.

### Contracts Containing the General Fair Wages Clause

*Halifax N S*: James F Lahey Ltd, interior painting, federal bldg. *Little River N S*: Shelburne Contracting Ltd, dredging. *Pictou N S*: Kipling MacKenzie, interior painting, federal bldg. *Shelburne N S*: Shelburne Contracting Ltd, interior painting, federal bldg. *Sydney N S*: Maritime Builders Ltd, repairs to ceiling, UIC Bldg. *St Andrews N B*: Delbert Rigby, general alterations to federal bldg. *Amos Que*: H O Perron, plaster repairs & painting, federal bldg. *Arvida Que*: Adelard Drolet, interior painting, federal bldg. *Dolbeau Que*: Ange-Emil Boivin, supply & installation of lock boxes, federal bldg. *Hull Que*: W Sparks & Son Ltd, moving furniture from Connor Bldg to PWD Stores; Louis G Fortin, erection of chain link fence, Federal Match Bldg. *Longueuil Que*: Paul Carriere, general alterations to federal bldg. *Louiseville Que*: Bernard Loranger, interior painting, federal bldg. *Mont-Joli Que*: Marc-Aurele Morissette, interior repainting, federal bldg. *Montreal Que*: Baillie McIntosh, alterations to National Revenue Bldg; Jos Dufour, plaster repairs & painting, Postal Station "C"; Harmony Painting & Decorating, plaster repairs & painting, Postal Terminal; Canadian-Fairbanks-Morse Co Ltd, supply & installation of air compressor, National Film Board. *St Hyacinthe Que*: Paul Brodeur, demolition of Lorette Convent. *St Roch Que*: Tremblay & Freres Ltd, interior repainting, federal bldg. *St Sauveur Que*: Adrien Hebert Ltd, basement repairs, federal bldg. *Shawville Que*: Percy Belsher, construction of screenline & installation of lock boxes, federal bldg. *Theftford Mines Que*: Marius Rouleau, interior repainting, federal bldg. *Atikokan Ont*: Alex Zoldy, general repairs to Post Office. *Gore Bay Ont*: Lawrence Clarke, repairs & interior painting, federal bldg. *Hamilton Ont*: John Kenyon, interior painting, National Revenue Bldg. *Moosonee Ont*: Pulsifer Construction Ltd, construction of screenline & installation of lock boxes, federal bldg. *Ottawa Ont*: A Bruce Benson Ltd, construction of foundation for parapet wall, Tunney's Pasture; Hugh H Grant Ltd, demolition of bldg at Tunney's Pasture; Unicrete Co Ltd, general alterations to "C" Bldg, Cartier Square; H R Hills, general alterations, Royal Canadian Mint; Rene Cleroux, installation of steam heaters, plastic greenhouses, Experimental Farm; J R Statham Construction Ltd, general repairs to pumphouse, Experimental Farm; F J Esson Co Ltd, renewal of

concrete walks, RCMP HQ, Overbrook; S Morin, redecorating 92 rooms, No 5 Temporary Bldg; Aerodyne Ltd, installation of exhaust systems, Plouffe Park Bldg; A Lanctot Ltd, general alterations to Norlite Bldg; Jas Patterson & Sons, construction of counters in Sir Charles Tupper Bldg; R & R Construction, general redecoration, Plaza Bldg; Stradwick Tile & Flooring, floor repairs, No 3 Temporary Bldg; R & R Construction, general alterations to No 4 Temporary Bldg. *South Porcupine Ont*: Aldo Varono, alterations to federal bldg. *Walkerville Ont*: T Drew, interior painting, federal bldg. *Windsor Ont*: Herbert Winch & Son, various repairs to UIC Bldg. *Winnipeg Man*: Otis Elevator Co Ltd, elevator repairs, federal bldg; Kummern Shipman Electric Co, elevator repairs, federal bldg. *Regina Sask*: Johnny's Painting & Decorating, interior painting, Post Office. *Edmonton Alta*: MacCosham Van Lines Ltd, moving furniture from leased bldgs to UIC Bldg. *Princeton B C*: Stan Mills, general repairs & painting, federal bldg. *New Westminster B C*: F P Moberg, redecoration of Indian & Fisheries Bldg. *Sydney B C*: Island Craft Woodworkers, redecoration of federal bldg. *Vancouver B C*: C J Seamer & Sons, general repairs & painting, Mariners' Clinic; McKenzie Barge & Marine Ways Ltd, overhaul of Snagboat *Samson V*. *Victoria B C*: J J Roos & Son, interior painting, Observatory. *Whitehorse Y T*: Territorial Construction, carpentry repairs to Northern housing.

### St. Lawrence Seaway Authority

*Beauharnois Que*: Defresne Engineering Co Ltd, construction of steel sheet pile closure wall, upper south entrance wall, Upper Beauharnois Lock. *Port Weller & Thorold Que*: Moir Construction Co Ltd, construction of entrance wall fenders, Locks 1, 4, 6 & 7, Welland Canal. *St Catharines Ont*: Niagara Structural Steel Painting, painting structural steel & metal work of lock gates exterior, Welland Canal; Russel-Hipwell Engines Ltd, supply & installation of standby diesel engines for vertical lift bridges, Welland Canal. *St Catharines, Thorold & Merriton Ont*: McLean-Peister Ltd, seeding, sodding & Shriner's culvert connection, Second Welland Canal. *Sault Ste Marie Ont*: S D Adams Welded Products Ltd, supply & installation of steel machinery hood covers for motor houses, Sault Ste Marie Canal.

### Department of Transport

*Charlottetown P E I*: M F Schurman Co Ltd, installation of water supply system, Airport. *Halifax N S*: A S Wheaton, improvements in terminal area, International Airport; Steen Mechanical Contractors Ltd, installation of underground steam distribution system, International Airport. *Moncton N B*: Nordbec Construction Inc, construction of instrument landing system (ILS). *Seven Islands, Natashquan, Port Menier (Anticosti Island) Que & Shippegan Island N B*: The Tower Co Ltd, construction of Decca navigation chain installations. *Sorel Que*: Marine Industries Ltd, \*general repairs & conversion of DOT 79 for service as Class 1 dry cargo vessel; Marine Industries Ltd, \*general repairs & conversion of DOT 80 for service as Class 1 dry cargo vessel. *near Valleyfield Que*: Trudeau & Fils Ltee, replacement of bridges No 3, 4 & 5 on Soulanges Canal by gravel fill. *Erieau Ont*: Erieau Shipbuilding & Drydock Co Ltd, \*construction of steel workboat. *Midland Bay Ont*: Waubaushene Navigation Ltd, \*removal of wrecks along shore. *Nine Mile Point Ont*: Fort Construction & Equipment Ltd, construction of two single dwellings, drilling of two wells & installation of pumps & waterlines & demolition of old dwelling. *North Bay Ont*: Conbrad Ltd, trenching for cables for AASR. *Point Petre Ont*: Fort Construction & Equipment Ltd, construction of single dwelling. *Uplands Ont*: Universal Electric, rehabilitation of low & high intensity approach lights to Runway 32, Airport. *Prince Rupert B C*: F B Stewart & Co Ltd, installation of airport lighting facilities.

## Decisions of Umpire

(Continued from page 171)

established jurisprudence, adduced evidence to prove that her grievance was a reasonable one under the circumstances, and that she had taken all the available means of having the grievance remedied.

As no such evidence is contained in the record, she has failed to show just cause for her action.

I consequently decide to dismiss her appeal.

# PRICES AND THE COST OF LIVING

## Consumer Price Index, January 1961

The consumer price index (1949=100) declined 0.3 per cent from 129.6 to 129.2 between December 1960 and January 1961. A year ago the index was 127.5.\*

The decrease was largely the result of a 0.7-per-cent drop in the food index, combined with declines in the clothing index and the household operation index of 0.9 per cent and 0.2 per cent, respectively. The other commodities and services index was unchanged and the shelter index rose a fractional 0.1 per cent.

The food index moved from 125.3 to 124.4 as egg and fresh tomato prices were substantially lower and price declines were reported also for citrus fruits, bananas and canned tomatoes. Prices were higher for most other fresh fruits and vegetables, and meats.

The slight rise in the shelter index from 144.6 to 144.7 reflected similar movements in both the rent and home-ownership components.

The drop in the clothing index from 112.6 to 111.6 reflected widespread January sales affecting, in particular, men's overcoats, women's fur and cloth coats, boys' parkas, and girls' winter coats and cotton dresses.

The household operation index declined from 123.5 to 123.3 as household appliance prices continued to move downward. Sale prices were still a factor in prices of furniture and textiles, but prices of floor coverings and household supplies and services were at higher levels.

The other commodities and services index was unchanged at 138.3 as slightly lower prices for new passenger cars balanced minor increases for some personal care and recreation items.

Group indexes one year earlier (January 1960) were: food 121.6, shelter 142.8, clothing 110.2, household operation 123.3, and other commodities and services 136.9.

## City Consumer Price Indexes, December 1960

Consumer price indexes (1949=100) declined in five of ten regional cities between November and December.† Decreases ranged from 0.1 per cent to 0.3 per cent. Indexes were higher in three of the five other regional cities and unchanged in the remaining two.

\*See Table F-1 at back of book.

†See Table F-2 at back of book.

Food indexes declined in seven of the ten regional cities and were higher in the remaining three cities. Shelter indexes showed mixed results: four indexes were higher, two lower and four unchanged. Clothing indexes were higher in five regional cities, unchanged in four cities and down fractionally in the remaining city. Household operation indexes were higher in six of ten regional cities, unchanged in two and down in the other two cities. Other commodities and services indexes were unchanged in seven of ten regional cities, up fractionally in two cities and down slightly in the remaining city.

Regional consumer price index point changes between November and December were as follows: Edmonton-Calgary -0.4 to 125.3; Ottawa -0.1 to 130.1; Toronto -0.1 to 131.8; Saskatoon-Regina -0.1 to 125.4; Vancouver -0.1 to 130.7; St. John's +0.4 to 116.3\*. Saint John +0.3 to 130.3; Winnipeg +0.1 to 127.8. Halifax and Montreal remained unchanged at 128.4 and 129.7 respectively.

## Wholesale Price Index, December 1960

Canada's general wholesale price index (1935-39=100) for December 1960 reached 230.1, up 0.2 per cent from the November 1960 figure of 229.7.

The index stood at 229.7 in December 1959.

Three major group indexes moved higher between November and December, four were lower, and the non-ferrous metals group index was unchanged at 174.9.

The animal products group index rose 1.9 per cent from 251.1 to 255.8, and was the chief cause for the rise in the general index. The non-metallic minerals group index edged up slightly from 184.9 to 185.1, and the chemical products group index from 187.8 to 188.0.

The vegetable products group index declined 0.4 per cent from 199.6 to 198.7, the wood products group index edged down from 300.7 to 300.2, the iron products group index from 255.2 to 254.6, and the textile products group index from 229.8 to 229.6.

## Wholesale Price Index, November 1960

Canada's general wholesale price index (1935-39=100) in November 1960 was

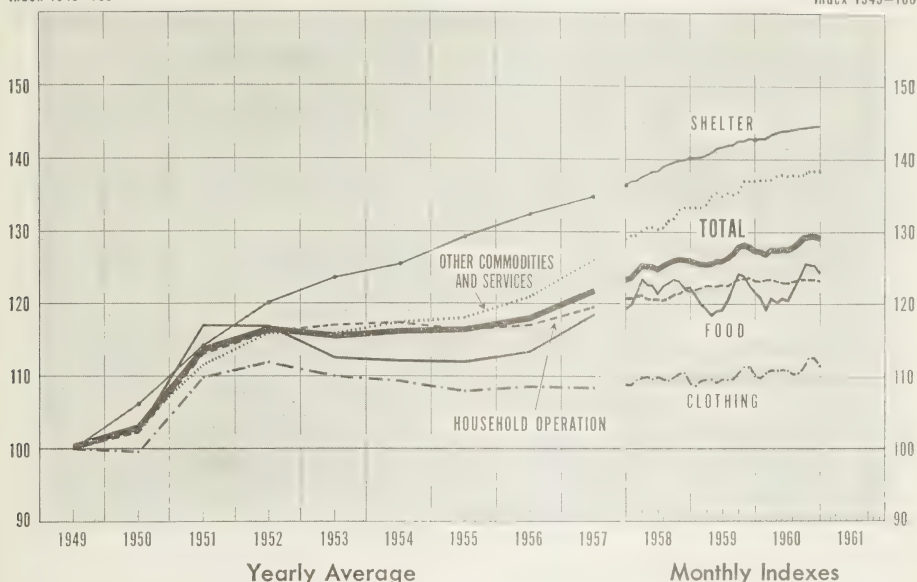
\*On base June 1951=100.



# CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



229.7, down 0.3 per cent from the October index of 230.3 and down 0.2 per cent from the 1959 November figure of 230.2.

Four of the eight major group indexes declined in November and three were higher. The chemical products group index was unchanged at 187.8.

The vegetable products group index recorded the largest decrease, 0.9 per cent, declining from 201.5 to 199.6. The wood products group index fell 0.4 per cent from 301.8 to 300.7; the non-ferrous metals group index 0.3 per cent from 175.5 to 174.9. The iron products group index eased off from 255.6 to 255.2.

The textile products group index rose 0.3 per cent from 229.2 to 229.8, and the non-metallic minerals group index also increased 0.3 per cent from 184.3 to 184.9. The animal

products group index edged up from 251.0 to 251.1.

## U.S. Consumer Price Index, December 1960

The United States consumer price index (1947-49=100) rose to a record in December for the fourth consecutive month. Higher food and housing costs pushed the index up from 127.4 in mid-November 1960 to 127.5 in mid-December 1960. It was the 17th advance in the past 21 months.

## U.K. Index of Retail Prices, November 1960

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose 0.5 per cent from 111.4 to 111.9 between mid-October and mid-November 1960. This brought the index exactly two full points above the January 1960 index of 109.9.

## Report of Board

(Continued from page 167)

- (b) From the date of the signing of the next agreement (and taking into consideration the reduction of the regular work week from 48 to 44 hours):  

$$\frac{\$1.13\frac{1}{2} \times 48}{44} = \$1.26 \text{ plus } \$0.05 = \$1.31$$

- (c) From six (6) months after the signing of the next agreement: \$1.36

The Board recommends that the parties conclude an agreement which will last one (1) year from the date on which it is signed,

HULL, December 8, 1960.

(Sgd.) JEAN GIROUARD,  
Chairman.

(Sgd.) JACQUES BERTRAND,  
Member.

(Sgd.) JEAN-ROBERT GAUTHIER,  
Member.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 148

## Accident Prevention

1. PRESIDENT'S CONFERENCE ON OCCUPATIONAL SAFETY. 7TH, WASHINGTON, D.C., 1960. *Proceedings, March 1-3, 1960*. Washington. U.S. Dept. of Labor, Bureau of Labor Standards, 1960. Pp. 269.

2. U.S. BUREAU OF LABOR STANDARDS. *Mechanical Handling of Materials*. Washington, GPO, 1960. Pp. 29.

"Safety in Industry; Mechanical and Physical Hazards No. 2."

## Annual Reports

3. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working Conditions in Canadian Industry, 1959*. Ottawa, Queen's Printer, 1960. Pp. 78.

4. GREAT BRITAIN. ADVISORY COUNCIL ON SCIENTIFIC POLICY. *Annual Report, 1959-1960*. London, HMSO, 1960. Pp. 32.

5. NEWFOUNDLAND. WORKMEN'S COMPENSATION BOARD. *Annual Report, 1959*. St. John's 1960. Pp. 44.

6. UNITED NATIONS. ECONOMIC AND SOCIAL COUNCIL. *Report, 1 August 1959-5 August 1960*. New York, United Nations, 1960. Pp. 91.

7. U.S. BUREAU OF LABOR STANDARDS. *Annual Digest of State and Federal Labor Legislation, 1959*. Washington, GPO, 1960. Pp. 184.

## Automation

8. AMERICAN MANAGEMENT ASSOCIATION. *Data Processing today, a Progress Report; New Concepts, Techniques, and Applications*. New York, c1960. Pp. 143.

Contains articles on management and data processing, advances in data-processing technology, six case studies of electronic computer applications in various industries, and, information processing in the Chrysler Corporation.

9. WELFORD, ALAN TRAVISS. *Ergonomics of Automation*. London, HMSO, 1960. Pp. 60.

This booklet is about the designing of automatic equipment and the human problems likely to arise from automation.

## Canada at Work Broadcasts

The following four talks were given in 1960 and published by the Federal Department of Labour in Ottawa.

10. CANADA. DEPARTMENT OF LABOUR. *Home and Farm Improvement Loans*, by F. F. Field, H. J. MacBurney, and G. G. Blackburn. Pp. 5.

In these interviews, F. F. Field, Director of the Information Division of the Central Mortgage and Housing Corporation discussed the Home Improvement Loan Plan under the National Housing Act, and H. J. MacBurney, Supervisor of the Farm Improvement Loans Division of the Department of Finance spoke about the Farm Improvement Loan Plan under the Farm Improvement Loans Act.

11. DRINKWATER, WILLIAM S. "*The Labour Gazette*". Pp. 5.

The present Editor of the *Labour Gazette*, on the occasion of its 60th Anniversary, tells something about its history and its contents.

12. MCCALLUM, FRANK. *Winter Employment*. Pp. 4.

The speaker, chairman of the National Employment Committee, spoke in connection with the "Do It Now" campaigns to provide winter employment.

13. STARR, MICHAEL. *Winter Employment*. Pp. 4.

The Federal Minister of Labour discussed the "Do It Now" campaigns.

## Industrial Relations

14. ELKOURI, FRANK. *How Arbitration works*, by Frank Elkouri and Edna Elkouri. Rev. [i.e. 2d] ed. Washington, Bureau of National Affairs, 1960. Pp. 498.

Partial Contents: Arbitration and its Setting. Legal Status of Arbitration. Grievances—Prelude to Arbitration. Arbitration Procedures and Techniques. Evidence. Management Rights. Seniority. Discharge and Discipline.

15. HOROWITZ, MORRIS AARON. *The New York Hotel Industry; a Labor Relations Study*. Cambridge, Mass., Harvard University Press, 1960. Pp. 265.

"The focus of this study is the relationship between the Hotel Association of New York City and the New York Hotel Trades Council, and its results."

## International Labour Organization

16. INTERNATIONAL LABOUR OFFICE. *Accident Prevention in Mines Other than Coal Mines*. Second item on the agenda. Geneva, 1957. Pp. 102.

At head of title: Report 2. International Labour Organization. Tripartite Technical Meeting on Mines Other Than Coal Mines, Geneva, 1957.

17. INTERNATIONAL LABOUR OFFICE. *Effects of Technological Developments on*

*Wages and on Conditions and Level of Employment in the Textile Industry.* Third item on the agenda. Geneva, 1958. Pp. 167.

At head of title: Report 3. International Labour Organization. Textiles Committee. 6th sess., 1958.

18. INTERNATIONAL LABOUR OFFICE. *General Examination of the Social Problems arising in Mines Other than Coal Mines. General Report.* First item on the agenda. Geneva, 1957. Pp. 176.

At head of title: Report 1. International Labour Organization. Tripartite Technical Meeting for Mines Other Than Coal Mines. Geneva, 1957.

19. INTERNATIONAL LABOUR OFFICE. *General Report [for the Textiles Committee]* First item on the agenda. Geneva, 1958. 2 parts.

At head of title: Report 1, item 1 (a) and (b) [and 1 (c)] International Labour Organization. Textiles Committee. 6th sess., 1958.

Contents: [1] Effect given to the Conclusions of the Previous Sessions. [2] Recent Events and Developments in the Textile Industry.

20. INTERNATIONAL LABOUR OFFICE. *Industrial Relations in Mines Other than Coal Mines.* Fourth item on the agenda. Geneva, 1957. Pp. 40.

At head of title: Report 4. International Labour Organization. Tripartite Technical Meeting for Mines Other Than Coal Mines. Geneva, 1957.

21. INTERNATIONAL LABOUR OFFICE. *Report of the Director-General [to the African Regional Conference]* First item on the agenda. Geneva, 1960. Pp. 90.

At head of title: Report 1. International Labour Organization. 1st African Regional Conference, 1960.

22. INTERNATIONAL LABOUR OFFICE. *Working Conditions in the Textile Industry.* Second item on the agenda. Geneva, 1958. Pp. 51.

At head of title: Report 2. International Labour Organization. Textile Committee. 6th sess., 1958.

## Labour Organization

23. KARNIK, V. B. *Communist Ministry and Trade Unions in Kerala; Impact of the Communist Ministry on the Trade Union Movement in Kerala.* New Delhi, International Confederation of Free Trade Unions, Asian Regional Organization, 1959. Pp. 61.

"...A short report on the impact of the Communist Ministry in Kerala [India] on the trade union movement in the State." The Communist Party took office in Kerala on April 1, 1957. The non-Communist trade unions helped to unseat the Communist Government in July 1959.

24. WARMINGTON, W. A. *A West African Trade Union; a Case Study of the Cameroons Development Corporation Workers' Union and its Relations with the Employers.* London, Published for the Nigerian Institute of Social and Economic Research by Oxford University Press, 1960. Pp. 150.

Looks into the development of a Nigerian trade union (one of the largest in British West Africa) up to the end of 1956; outlines its development; examines its administration and its relations with the employer; and discusses the impact of the union on its membership.

## Labour Supply

25. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Trends in the Agricultural Labour Force in Canada from 1921 to 1959.* Ottawa, Queen's Printer, 1960. Pp. 69.

Contents: The Agricultural Labour Force. Characteristics of the Agricultural Labour Force. Seasonality of Employment in Agriculture. Conditions of Employment in Agriculture. Trends and Characteristics of the Farm Population Other Trends in the Agricultural Industry. Conclusions

26. U.S. EMPLOYMENT SERVICE. DISTRICT OF COLUMBIA. *Outlook for Professional, Scientific and Technical Personnel in the Nation's Capital. A Report on Estimated Employment in 79 Selected Professional, Scientific and Technical Occupations in the Washington Metropolitan Area, December 1957; and Employment Prospects in the Metropolitan Area and in These Selected Occupations for 1962.* Washington, GPO, 1960. Pp. 88.

## Labouring Classes

27. EUROPEAN ECONOMIC COMMUNITY. COMMISSION. *Exposé sur la situation sociale dans la Communauté, à l'entrée en vigueur du Traité instituant la Communauté économique européenne.* [Luxembourg? Service des publications des communautés européennes] 1958. Pp. 129.

"Le présent exposé est joint au rapport général soumis par la Commission à l'Assemblée parlementaire européenne à sa session ordinaire d'octobre 1958."

28. HARRISON, MARTIN. *Trade Unions and the Labour Party since 1945.* London, Allen & Unwin, 1960. Pp. 360.

An examination of the alliance between the trade union members and the purely political members of the Labour Party shows that there is some incompatibility in the relationship.

29. INTERNATIONAL LABOUR OFFICE. *Why Labour leaves the Land; a Comparative Study of the Movement of Labour out of Agriculture.* Geneva, 1960. Pp. 229.

"The object of this study is to consider the causes of the movement of labour out of agriculture into other occupations, the problems which arise from it, and the policies which have been adopted to deal with these problems."



30. ONTARIO. OPERATING ENGINEERING BOARD. *Operating Engineers Handbook*. Rev. ed. Toronto, Ontario Dept. of Labour, 1960. Pp. 104.

Contains information about the Operating Engineer's Act of Ontario; explains how examinations and the issuance of certificates have contributed to the safety and efficiency of the operation of power plants; tells how to become an operating engineer, experience needed, etc.

31. PARMER, JESS NORMAN. *Colonial Labor Policy and Administration: a History of Labor in the Rubber Plantation Industry in Malaya, c1910-1941*. Locust Valley, N.Y., Published for the Association for Asian Studies by J. J. Augustin, 1960. Pp. 294.

"The object of this study is to set out and evaluate colonial labor policy in the rubber plantation industry; to find the sources of policy; to study the relations between government officials and rubber planting employers as they concerned labor and to indicate briefly some of the effects of British labor policy and administration in Malaya."

32. PATERSON, JOHN F. *Silicosis in Hard-rock Miners in Ontario*. Toronto, Queen's Printer, 1959. Pp. 47.

33. U.S. BUREAU OF APPRENTICESHIP AND TRAINING. *Employee Training in New Jersey Industry; a Study of Efforts to improve the Job Skill and Technical Knowledge of Workers in New Jersey Establishments with Four or More Employees*. Washington, GPO, 1960. Pp. 46.

34. U.S. DEPARTMENT OF LABOR. *The American Workers' Fact Book*. 2d ed. Washington, GPO, 1960. Pp. 355, 40.

Some of the many topics discussed in this book are the labour force, productivity, wages and hours, industrial safety, workmen's compensation, labour legislation, collective bargaining, and labour unions. An appendix provides information on the functions of the Department of Labor and its branches.

## Unemployment

35. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Seasonal Unemployment in Canada*. Ottawa, Queen's Printer, 1960. Pp. 32.

Deals with "...some of the economic problems associated with seasonal unemployment, with the extent of seasonal variations in employment and unemployment in Canada and its five regions, with the characteristics of the seasonally unemployed workers, some of the steps taken to reduce their numbers, and some of the problems associated with finding a long-term solution to seasonal unemployment."

36. U.S. CONGRESS. HOUSE. COMMITTEE ON BANKING AND CURRENCY. *Legislation to relieve Unemployment. Hearings before the Committee on Banking and Currency, House of Representatives, Eighty-fifth Congress, Second Session on Community Facilities, Area Redevelopment, and Small-Business Financing Bills ...* Washington, GPO, 1958. Pp. 1349.

Hearings held April 14-May 22, 1958.

A number of State Governors, Members of the House of Representatives, Mayors, and others presented views and suggestions on the unemployment situation in the U.S. Among those presenting statements was former President Harry S. Truman.

## Wages and Hours

37. ROBERTSON, DONALD J. *Factory Wage Structures and National Agreements*. Cambridge [Eng.] University Press, 1960. Pp. 260.

"This is a survey of the structure of factory wages in Great Britain. Three case-studies from engineering and shipbuilding lead into a general discussion of wage structures in these industries. The author considers the uses and abuses of systems of payment by results, and particularly their effects on relative payments to different grades of workers. Overtime payments are similarly considered, especially their attraction to workers and their cost to managements. Finally, the effects of these components of the pay packet are discussed in relation to the attitudes of trade unions and managements, and to wage policies and theories."

38. U.S. DEPARTMENT OF LABOUR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Report submitted to the Congress in Accordance with the Requirements of Section 4 (d) of the Fair Labor Standards Act, 1958*. Washington, 1959. 5 Volumes in 1.

Contents: (1) Administration of the Fair Labor Standards and Public Contracts Act, Fiscal Year 1958. (2) Studies of the Economic Effects of the \$1 Minimum Wage. Effects in Selected Low Wage Industries and Localities. (3) Studies of the Economic Effects of the \$1 Minimum Wage; Interim Report. (4) Factory Workers' Earnings, May 1958. Distribution of Production Workers in Manufacturing Industries by Straight-Time Hourly Earnings. (5) Earnings in Wholesale Trade, June 1958.

## Women

39. JOINT ICFTU/ITS CONSULTATIVE COMMITTEE FOR WOMEN WORKERS' QUESTIONS. *Enquiry into the Status of the Woman Worker Organization*. Brussels, International Confederation of Free Trade Unions, 1958. Pp. 25.

40. NATIONAL CONFERENCE OF LABOUR WOMEN. *Report of the Thirty-seventh National Conference of Labour Women ... Southsea, April 5, 6 and 7, 1960*. London, Labour Party, 1960. Pp. 50.

41. NATIONAL COUNCIL OF WOMEN OF CANADA. *Year Book, 1960*. [Ottawa] 1960. Pp. 160.

42. SENGUPTA, PADMINI (SATHIANADHAN). *Women Workers of India*. New York, Asia Publishing House, 1960. Pp. 296.

## Miscellaneous

43. CANADA. BUREAU OF STATISTICS. *Survey of Adult Education, 1957/58*. Ottawa, Queen's Printer, 1960. Pp. 71.

# LABOUR STATISTICS

	PAGE
Tables A-1 to A-2—Labour Force.....	183
Table B-1—Labour Income.....	184
Tables C-1 to C-6—Employment, Hours and Earnings.....	185
Tables D-1 to D-5—Employment Service Statistics.....	189
Tables E-1 to E-4—Unemployment Insurance.....	195
Tables F-1 and F-2—Prices.....	198
Tables G-1 to G-4—Strikes and Lockouts.....	199

## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED NOVEMBER 12, 1960**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,458	583	1,807	2,384	1,101	583
Men.....	4,748	442	1,350	1,699	821	436
Women.....	1,710	141	457	685	280	147
14—19 years.....	607	64	212	191	101	39
20—24 years.....	795	80	258	261	132	64
25—44 years.....	2,971	242	827	1,128	495	279
45—64 years.....	1,856	171	461	716	327	181
65 years and over.....	229	26	49	88	46	20
Employed.....	6,029	530	1,664	2,257	1,052	526
Men.....	4,385	392	1,229	1,595	781	388
Women.....	1,644	138	435	662	271	138
Agricultural.....	649	53	128	178	261	29
Non-Agricultural.....	5,380	477	1,536	2,079	791	497
Paid Workers.....	4,924	432	1,398	1,925	723	446
Men.....	3,439	309	1,000	1,322	488	320
Women.....	1,485	123	398	603	235	126
Unemployed.....	429	53	143	127	49	57
Men.....	363	50	121	104	40	48
Women.....	66	*	22	23	*	*
Persons Not in the Labour Force.....	5,420	611	1,561	1,795	930	523
Men.....	1,171	154	313	365	212	127
Women.....	4,249	457	1,248	1,430	718	396

\* Less than 10,000.

**TABLE A-2—UNEMPLOYED**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	November 1960	October 1960	November 1959
Total Unemployed.....	429	368	317
On Temporary layoff up to 30 days.....	28	21	21
Without work and seeking work.....	401	347	296
Seeking full-time work.....	380	332	280
Seeking part-time work.....	21	15	16
Seeking under 1 month.....	127	120	129
Seeking 1—3 months.....	153	125	104
Seeking 4—6 months.....	62	53	32
Seeking more than 6 months.....	54	49	31

**B—Labour Income**

NOTE: The estimates of labour income in this table have been revised in accordance with recent revisions to the National Accounts. Note particularly the use of annual totals instead of monthly averages, and the introduction of quarterly instead of monthly totals for some industries. Monthly and quarterly figures may not add to annual totals because of rounding.

**TABLE B-1—ESTIMATES OF LABOUR INCOME**

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>1</sup>						Totals <sup>2</sup>
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>2</sup>	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (includ- ing Government)	Supple- men- tary Labour Income	
1955—Total....	432	4,148	1,396	329	925	204	1,870	3,211	538	13,223
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,805	1,658	336	1,316	363	2,263	3,954	673	15,996
1958—Total....	526	4,745	1,664	271	1,336	285	2,356	4,334	717	16,434
1959—Total....	552	5,018	1,756	288	1,463	302	2,527	4,821	770	17,717
1959—Nov.....	47.1	421.0	148.0	94.2	371.4	77.4	661.0	1,230.1	197.3	1,510.8
Dec.....	46.1	419.9	142.5	.....	.....	.....	.....	.....	.....	1,482.1
1960—Jan.....	46.0	418.8	140.3	.....	.....	.....	.....	.....	.....	1,458.7
Feb.....	46.7	418.8	141.3	73.4	296.5	74.7	634.7	1,234.3	204.4	1,461.1
March....	46.7	421.2	138.7	.....	.....	.....	.....	.....	.....	1,462.6
April....	44.7	422.9	145.0	.....	.....	.....	.....	.....	.....	1,486.9
May.....	45.2	429.7	147.9	71.7	356.1	77.7	656.5	1,297.1	209.8	1,532.6
June....	46.8	434.8	150.7	.....	.....	.....	.....	.....	.....	1,576.8
July....	46.4	429.6	153.6	.....	.....	.....	.....	.....	.....	1,564.1
Aug.....	46.7	430.3	152.9	88.4	417.6†	81.1†	663.7†	1,300.6†	213.9†	1,574.5
Sept....	47.0	434.3	151.6	.....	.....	.....	.....	.....	.....	1,603.9
Oct.*....	45.8	429.9	149.6	.....	.....	.....	.....	.....	.....	1,582.5
Nov.†....	45.4	425.3	147.0	.....	.....	.....	.....	.....	.....	1,555.7

<sup>1</sup> Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.<sup>2</sup> Includes post office wages and salaries.<sup>2</sup> Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown. (See also headnote.)

\* Revised.

† Preliminary.



## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at November, 1960 employers in the principal non-agricultural industries reported a total employment of 2,810,150. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 =100)      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949=100) <sup>1</sup>			Average Weekly Wages and Salaries	Index Numbers (1949=100)			Average Weekly Wages and Salaries
	Employment	Aggregate Payroll	Average Weekly Wages and Salaries		Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	
				\$				\$
<b>Averages</b>								
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	121.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
<b>1959</b>								
November.....	121.8	211.6	172.8	74.23	110.6	195.3	174.8	76.86
December.....	118.1	200.0	168.6	72.41	108.4	187.1	170.9	75.14
<b>1960</b>								
January.....	115.1	202.2	174.9	75.13	108.6	194.4	177.2	77.90
February.....	114.6	202.0	175.4	75.35	108.9	194.4	176.6	77.68
March.....	114.2	201.5	175.4	75.37	109.0	195.5	177.5	78.04
April.....	114.8	204.1	176.9	75.98	108.8	196.3	178.5	78.48
May.....	118.9	209.8	175.4	75.36	110.6	198.1	176.9	77.80
June.....	122.8	217.7	176.1	75.67	112.1	201.8	177.8	78.16
July.....	121.9	217.8	177.6	76.28	110.2	198.4	177.8	78.18
Aug.....	123.1	219.0	176.8	75.94	111.7	199.7	176.5	77.62
Sept.....	123.1	220.7	178.2	76.55	111.6	201.6	178.2	78.37
Oct.*.....	121.5	218.2	178.3	76.60	109.6	199.4	179.6	78.95
Nov.†.....	119.8	214.7	177.9	76.43	108.2	195.3	178.0	78.28

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

\* Revised.

† Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Oct. 1960	Sept. 1960	Oct. 1959	Oct. 1960	Sept. 1960	Oct. 1959
<b>Provinces</b>				\$	\$	\$
Newfoundland.....	148.1	151.4	141.5	70.24	69.41	64.34
Prince Edward Island.....	138.5	144.8	139.1	54.77	53.73	55.20
Nova Scotia.....	95.6	97.9	100.2	63.28	63.33	61.69
New Brunswick.....	106.7	108.1	104.3	62.45	62.67	60.85
Quebec.....	123.4	124.2	124.1	73.32	73.71	71.81
Ontario.....	120.5	121.8	125.0	79.78	79.58	77.47
Manitoba.....	114.4	115.9	116.4	72.49	72.76	71.06
Saskatchewan.....	131.2	134.0	135.2	73.92	73.42	71.54
Alberta (including Northwest Territories).....	155.0	159.8	160.3	79.47	78.18	76.57
British Columbia (including Yukon).....	115.3	118.9	120.3	84.26	83.63	82.35
<b>Canada.....</b>	<b>121.4</b>	<b>123.1</b>	<b>124.4</b>	<b>76.65</b>	<b>76.55</b>	<b>74.66</b>
<b>Urban Areas</b>						
St. John's.....	140.2	143.8	144.8	55.93	55.12	52.81
Sydney.....	90.3	96.0	93.1	76.95	76.71	75.52
Halifax.....	118.5	117.9	115.9	62.18	62.28	60.46
Moncton.....	104.6	101.9	105.0	59.67	60.41	57.91
Saint John.....	103.7	107.0	100.1	61.54	63.72	57.84
Chicoutimi—Jonquiere.....	115.9	120.7	117.2	93.65	95.62	88.67
Quebec.....	111.4	112.6	113.6	64.09	65.20	63.28
Sherbrooke.....	99.0	104.6	103.5	62.85	64.04	60.14
Shawinigan.....	105.7	109.9	105.6	83.02	83.12	81.40
Three Rivers.....	113.0	113.2	122.7	71.76	72.69	68.41
Drummondville.....	78.5	78.4	79.3	60.85	61.42	59.24
Montreal.....	125.7	125.5	127.5	75.02	75.32	73.54
Ottawa—Hull.....	126.1	127.0	129.8	71.82	71.93	68.65
Kingston.....	114.6	112.9	111.5	76.52	74.92	71.37
Peterborough.....	92.1	93.6	101.9	84.31	85.27	83.99
Oshawa.....	170.4	165.4	178.7	88.38	90.14	85.18
Toronto.....	131.8	131.4	135.0	79.84	80.08	77.22
Hamilton.....	110.9	111.4	116.3	85.20	85.06	83.63
St. Catharines.....	109.1	111.6	116.2	85.70	85.91	84.49
Niagara Falls.....	101.4	113.3	101.8	79.01	76.38	76.83
Brantford.....	80.4	79.3	90.4	72.73	71.68	70.54
Guelph.....	121.7	122.7	129.1	70.16	71.35	69.60
Galt.....	117.5	119.7	113.9	69.03	69.22	67.71
Mitchener.....	124.6	124.5	127.1	73.31	72.01	71.38
Sudbury.....	148.7	147.8	141.5	89.59	89.52	87.28
Timmins.....	94.5	94.3	96.6	68.65	68.93	66.66
London.....	126.6	126.4	127.7	73.22	73.54	70.77
Sarnia.....	125.6	126.9	128.3	100.81	99.61	95.78
Windsor.....	75.4	76.4	82.0	85.75	84.42	86.65
Sault Ste. Marie.....	146.2	145.1	155.3	96.85	95.49	96.32
Ft. William—Ft. Arthur.....	114.8	115.4	113.8	81.50	80.45	76.74
Winnipeg.....	114.2	115.0	115.6	69.31	69.31	67.63
Regina.....	134.9	135.6	134.9	71.49	71.23	67.75
Saskatoon.....	144.3	147.1	145.5	69.24	68.76	67.63
Edmonton.....	188.5	192.1	195.9	74.27	73.94	71.45
Calgary.....	173.7	176.9	178.5	74.72	74.34	72.02
Vancouver.....	112.3	115.0	119.3	82.03	81.53	80.47
Victoria.....	109.7	113.0	115.8	75.33	74.45	72.49

**TABLE C-4—HOURS IN MANUFACTURING BY PROVINCES**

This table is published every second month.

**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
				\$	\$	\$
<b>Mining</b> .....	<b>120.0</b>	<b>123.2</b>	<b>124.9</b>	<b>93.97</b>	<b>93.62</b>	<b>91.89</b>
Metal mining.....	135.1	138.0	141.7	95.17	95.85	93.53
Gold.....	72.8	73.4	73.9	76.33	76.53	74.55
Other metal.....	193.1	198.1	204.9	101.80	102.52	99.91
Iron.....	265.8	287.3	247.4	114.32	113.42	105.90
Uranium.....				110.63	112.07	106.47
Fuels.....	88.8	91.9	94.7	95.71	93.48	92.40
Coal.....	48.1	50.9	51.8	74.62	73.95	74.50
Oil and natural gas.....	263.8	268.3	279.6	112.28	109.43	106.67
Non-metal.....	142.6	147.8	137.6	85.65	84.45	83.19
<b>Manufacturing</b> .....	<b>109.6</b>	<b>111.6</b>	<b>113.9</b>	<b>78.95</b>	<b>78.37</b>	<b>77.07</b>
Durable goods.....	110.4	111.6	119.1	85.24	85.09	83.41
Non-durable goods.....	108.9	111.7	109.6	73.61	72.75	71.25
Food and beverages.....	120.0	129.9	121.0	68.72	66.57	67.62
Meat products.....	139.7	139.4	144.8	77.87	78.12	78.47
Canned and preserved fruits and vegetables.....	129.8	207.9	125.2	54.92	52.17	53.07
Grain mill products.....	103.6	105.0	104.7	77.99	77.45	75.80
Bread and other bakery products.....	112.6	113.4	111.9	66.30	66.01	65.92
Distilled and malt liquors.....	106.5	105.3	113.5	96.19	93.28	89.60
Tobacco and tobacco products.....	80.0	78.8	85.0	77.88	82.25	76.34
Rubber products.....	101.0	102.7	109.9	80.49	80.83	81.18
Leather products.....	84.0	85.8	87.4	52.64	52.90	51.45
Boots and shoes (except rubber).....	90.8	93.5	92.4	49.16	50.41	48.98
Textile products (except clothing).....	77.4	77.4	78.1	63.16	63.02	62.00
Cotton yarn and broad woven goods.....	68.7	67.7	65.5	59.06	59.30	58.70
Woollen goods.....	63.5	64.0	64.8	59.68	59.32	58.33
Synthetic textiles and silk.....	83.7	83.9	84.1	69.37	69.56	68.37
Clothing (textile and fur).....	91.9	92.5	94.2	49.92	49.00	48.28
Men's clothing.....	91.4	92.2	94.5	48.18	47.31	47.23
Women's clothing.....	99.7	100.7	97.9	50.87	49.91	49.04
Knit goods.....	76.6	75.7	80.0	50.37	49.63	47.83
Wood products.....	102.3	106.0	108.7	69.45	69.07	67.75
Saw and planing mills.....	102.3	107.3	109.8	71.72	71.01	69.99
Furniture.....	113.2	114.0	116.3	67.39	67.27	65.78
Other wood products.....	81.2	84.6	88.8	61.38	62.09	59.58
Paper products.....	125.6	127.5	125.2	93.55	93.30	89.16
Pulp and paper mills.....	126.4	128.9	125.8	101.06	100.83	95.67
Other paper products.....	123.7	124.1	123.7	75.48	74.89	72.64
Printing, publishing and allied industries.....	125.1	124.5	124.0	85.36	85.75	83.70
<b>Iron and steel products</b> .....	<b>102.9</b>	<b>102.7</b>	<b>113.6</b>	<b>89.59</b>	<b>89.68</b>	<b>88.57</b>
Agricultural implements.....	56.7	53.5	78.8	89.69	89.04	84.68
Fabricated and structural steel.....	146.2	136.3	162.2	86.34	89.99	87.42
Hardware and tools.....	98.3	98.5	102.9	79.83	80.05	79.19
Heating and cooking appliances.....	97.6	96.8	114.4	78.51	77.98	76.83
Iron castings.....	89.4	89.9	102.9	85.18	84.42	85.36
Machinery industrial.....	112.8	113.6	120.7	86.83	89.66	84.54
Primary iron and steel.....	116.4	117.3	126.0	103.96	102.66	104.05
Sheet metal products.....	110.3	111.8	114.5	87.65	91.31	86.03
Wire and wire products.....	113.4	115.8	121.5	88.79	87.55	89.98
<b>Transportation equipment</b> .....	<b>103.4</b>	<b>103.4</b>	<b>113.3</b>	<b>89.38</b>	<b>89.77</b>	<b>87.50</b>
Aircraft and parts.....	248.8	244.7	250.3	94.80	94.73	92.41
Motor vehicles.....	99.8	98.2	112.7	99.63	100.73	96.85
Motor vehicles parts and accessories.....	100.2	100.6	109.6	85.74	86.62	84.59
Railroad and rolling stock equipment.....	59.0	60.3	71.1	80.76	79.89	79.50
Shipbuilding and repairing.....	116.9	119.8	124.3	80.48	82.34	80.59
Non-ferrous metal products.....	129.2	130.4	129.3	90.97	90.65	87.14
Aluminum products.....	147.0	146.7	149.8	88.19	87.23	83.98
Brass and copper products.....	102.6	102.3	110.0	84.77	85.56	80.64
Smelting and refining.....	150.6	153.5	144.7	98.60	98.15	95.44
Electrical apparatus and supplies.....	130.9	133.0	140.7	85.60	85.34	82.30
Heavy electrical machinery.....	101.9	103.9	114.4	92.98	93.59	88.82
Telecommunication equipment.....	215.3	217.2	221.0	84.44	84.01	79.16
Non-metallic mineral products.....	141.7	144.3	149.6	83.08	82.65	80.77
Clay products.....	86.4	89.7	104.8	76.73	74.55	75.56
Glass and glass products.....	152.5	151.7	152.8	79.24	79.15	76.00
Products of petroleum and coal.....	138.0	140.0	136.3	117.90	116.24	111.10
Petroleum refining.....	141.1	143.1	138.1	118.80	117.09	112.03
Chemical products.....	131.9	133.4	131.6	91.84	91.46	88.09
Medicinal and pharmaceutical preparations.....	116.6	116.6	121.3	81.52	81.03	77.56
Acids, alkalis and salts.....	156.8	160.7	148.7	103.09	102.10	99.61
Miscellaneous manufacturing industries.....	134.6	132.8	131.5	71.05	69.87	67.98
<b>Construction</b> .....	<b>133.9</b>	<b>144.3</b>	<b>146.5</b>	<b>83.60</b>	<b>84.27</b>	<b>79.20</b>
Building and general engineering.....	135.3	139.5	146.2	90.93	92.06	85.86
Highways, bridges and streets.....	144.8	152.2	147.0	70.83	72.53	68.43
Electric and motor transportation.....	134.4	135.1	132.7	81.54	81.20	79.12
<b>Service</b> .....	<b>143.5</b>	<b>147.6</b>	<b>141.5</b>	<b>53.98</b>	<b>53.29</b>	<b>51.32</b>
Hotels and restaurants.....	129.0	135.0	129.0	41.80	41.53	40.27
Laundries and drycleaning plants.....	115.4	115.7	114.1	47.63	47.26	45.53
<b>Industrial composite</b> .....	<b>121.4</b>	<b>123.1</b>	<b>124.4</b>	<b>76.65</b>	<b>76.55</b>	<b>74.66</b>



# TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Oct. 1960	Sept. 1960	Oct. 1959	Oct. 1960	Sept. 1960	Oct. 1959	Oct. 1960	Sept. 1960	Oct. 1959
	no.	no.	no.	\$	\$	\$	\$	\$	\$
<b>Mining</b> .....	41.8	42.1	42.1	2.09	2.07	2.04	87.50	87.35	86.17
Metal mining.....	41.6	42.3	42.0	2.17	2.16	2.13	90.23	91.32	89.36
Gold.....	42.2	43.0	42.9	1.68	1.65	1.62	70.91	71.15	69.64
Other metal.....	41.3	42.0	41.7	2.36	2.36	2.32	97.66	98.95	96.54
Fuels.....	41.5	40.7	41.4	1.97	1.94	1.93	82.01	79.19	79.86
Coal.....	41.3	41.4	41.6	1.78	1.76	1.76	73.47	72.84	73.17
Oil and natural gas.....	41.9	39.5	41.2	2.34	2.31	2.23	98.09	91.45	91.80
Non-metal.....	43.5	43.5	43.9	1.90	1.87	1.83	82.76	81.29	80.46
<b>Manufacturing</b> .....	40.7	40.9	41.3	1.78	1.77	1.74	72.62	72.37	71.68
Durable goods.....	40.9	41.1	41.7	1.94	1.94	1.89	79.51	79.63	78.76
Non-durable goods.....	40.5	40.6	40.9	1.64	1.62	1.59	66.53	66.05	64.86
Food and beverages.....	40.5	41.0	40.7	1.50	1.50	1.53	63.10	61.35	62.33
Meat products.....	40.2	40.6	41.2	1.82	1.81	1.83	73.30	73.70	75.56
Canned and preserved fruits and vegetables.....	39.3	43.2	38.3	1.24	1.14	1.20	48.78	49.01	45.87
Grain mill products.....	42.7	42.7	42.9	1.73	1.73	1.68	73.84	73.98	71.98
Bread and other bakery products.....	41.8	41.9	42.2	1.46	1.45	1.41	61.13	60.93	59.56
Distilled liquors.....	41.7	40.4	40.5	2.00	1.99	1.83	83.65	80.54	74.28
Malt liquors.....	38.5	39.0	39.8	2.30	2.23	2.20	88.51	86.81	87.50
Tobacco and tobacco products.....	40.0	41.9	40.4	1.81	1.85	1.74	72.28	77.37	70.54
Rubber products.....	41.2	41.5	42.2	1.81	1.82	1.82	74.67	75.27	76.53
Leather products.....	39.4	40.3	39.5	1.21	1.20	1.19	47.85	48.51	47.07
Boots and shoes (except rubber).....	38.4	40.1	38.8	1.16	1.16	1.15	44.45	46.38	44.75
Other leather products.....	41.8	40.8	40.9	1.33	1.31	1.27	55.54	53.48	52.01
Textile products (except clothing).....	42.1	42.1	43.1	1.35	1.34	1.30	56.71	56.63	56.05
Cotton yarn and broad woven goods.....	40.1	40.3	41.4	1.36	1.36	1.30	54.51	54.77	53.85
Woollen goods.....	43.3	43.6	44.2	1.26	1.25	1.22	54.61	54.35	53.84
Synthetic textiles and silk.....	43.2	43.5	44.5	1.43	1.43	1.28	61.79	62.16	61.63
Clothing (textile and fur).....	38.8	38.2	39.0	1.15	1.15	1.11	44.80	43.86	43.49
Men's clothing.....	37.9	37.4	38.0	1.16	1.15	1.14	43.89	43.08	43.25
Women's clothing.....	37.2	36.6	37.5	1.22	1.21	1.16	45.33	44.25	43.68
Knit goods.....	42.0	41.4	41.9	1.08	1.08	1.04	45.54	44.91	43.50
*Wood products.....	41.5	41.8	42.6	1.59	1.58	1.53	65.95	65.99	65.39
Saw and planing mills.....	40.6	40.7	42.0	1.70	1.69	1.63	68.93	68.82	68.62
Furniture.....	43.5	43.4	44.4	1.45	1.45	1.40	63.23	63.02	61.95
Other wood products.....	41.8	43.5	42.0	1.34	1.32	1.32	55.97	57.30	55.55
Paper products.....	41.7	41.8	41.7	2.11	2.10	2.01	87.70	87.93	83.64
Pulp and paper mills.....	41.7	42.0	41.6	2.28	2.26	2.16	94.90	94.99	89.78
Other paper products.....	41.6	41.5	42.0	1.64	1.65	1.58	68.35	68.65	66.59
Printing, publishing and allied industries.....	39.2	39.3	40.1	2.16	2.18	2.10	84.72	85.56	83.91
*Iron and steel products.....	40.6	40.8	41.8	2.09	2.09	2.04	84.93	85.18	85.23
Agricultural implements.....	39.0	38.8	39.2	2.02	2.01	2.00	78.82	78.24	78.38
Fabricated and structural steel.....	38.0	41.4	41.0	2.07	2.01	1.97	78.85	83.15	80.63
Hardware and tools.....	41.5	41.6	42.3	1.77	1.78	1.76	73.37	73.95	74.44
Heating and cooking appliances.....	41.4	40.9	42.6	1.77	1.78	1.73	73.41	72.68	73.80
Iron castings.....	40.8	40.6	42.2	1.98	1.96	1.95	80.62	79.87	82.26
Machinery, industrial.....	41.4	41.6	41.9	1.96	1.95	1.91	81.18	81.02	80.03
Primary iron and steel.....	40.1	39.7	42.2	2.50	2.49	2.42	100.25	98.91	102.24
Sheet metal products.....	40.9	42.2	41.9	2.02	2.07	1.97	82.60	87.50	82.71
Wire and wire products.....	40.8	40.5	42.4	2.03	2.02	2.02	82.68	81.70	82.01
*Transportation equipment.....	40.5	40.7	40.6	2.05	2.06	2.02	82.95	83.78	82.01
Aircraft and parts.....	41.9	42.0	42.8	2.07	2.07	2.00	86.78	87.01	85.78
Motor vehicles.....	40.8	41.2	39.7	2.24	2.26	2.24	91.41	93.26	89.07
Motor vehicle parts and accessories.....	39.6	40.1	40.5	2.00	2.01	1.96	79.24	80.59	79.63
Railroad and rolling stock equipment.....	40.0	39.5	39.7	1.96	1.96	1.95	78.32	77.35	77.41
Shipbuilding and repairing.....	39.4	40.3	40.5	1.98	2.00	1.93	78.25	80.72	78.46
*Non-ferrous metal products.....	40.9	40.8	41.0	2.09	2.08	1.99	85.61	85.01	81.46
Aluminum products.....	43.8	43.4	43.1	1.84	1.82	1.75	80.67	78.82	75.44
Brass and copper products.....	39.9	40.0	40.3	1.98	1.98	1.86	79.28	79.42	75.15
Smelting and refining.....	40.3	40.3	40.4	2.31	2.30	2.22	93.13	92.52	89.74
*Electrical apparatus and supplies.....	40.6	40.7	41.1	1.84	1.85	1.78	74.67	75.02	73.06
Heavy electrical machinery and equipment.....	40.4	41.0	40.5	2.05	2.06	1.99	82.81	84.71	80.64
Telecommunication equipment.....	40.8	40.6	40.8	1.68	1.68	1.59	68.54	68.23	65.05
Refrigerators, vacuum cleaners and appliances.....	40.2	39.9	41.2	1.88	1.88	1.80	75.62	74.93	73.95
Wire and cable.....	40.9	39.8	42.9	2.03	2.06	1.97	82.93	82.04	84.28
Miscellaneous electrical products.....	40.7	40.9	41.0	1.73	1.73	1.68	70.37	70.89	68.85
*Non-metallic mineral products.....	42.8	42.9	44.2	1.82	1.81	1.74	77.99	77.81	77.03
Clay products.....	43.0	42.0	43.6	1.64	1.63	1.63	70.40	68.62	70.99
Glass and glass products.....	40.7	40.9	42.3	1.83	1.83	1.71	74.65	74.70	72.27
Products of petroleum and coal.....	41.5	40.8	41.1	2.55	2.55	2.45	105.93	103.89	100.68
Chemical products.....	40.3	40.6	40.1	2.00	1.99	1.90	80.74	80.96	78.23
Medicinal and pharmaceutical preparations.....	39.8	39.5	40.4	1.53	1.53	1.45	60.91	60.58	58.41
Acids, alkalis and salts.....	40.2	40.4	41.3	2.31	2.28	2.20	92.79	92.08	90.88
Miscellaneous manufacturing industries.....	42.2	41.9	42.3	1.45	1.45	1.41	61.31	60.73	59.62
<b>Construction</b> .....	41.9	43.1	41.5	1.95	1.94	1.87	81.70	83.56	77.81
Building and general engineering.....	41.7	42.7	41.0	2.14	2.12	2.04	89.30	90.69	83.62
Highways, bridges and streets.....	42.1	43.7	42.4	1.62	1.63	1.57	68.20	71.17	66.80
Electric and motor transportation.....	43.4	43.6	44.6	1.85	1.85	1.77	80.43	80.60	78.89
<b>Service</b> .....	38.9	39.0	39.5	1.06	1.05	1.01	41.22	40.91	39.86
Hotels and restaurants.....	38.8	39.2	39.4	1.04	1.02	0.99	40.12	39.90	39.07
Laundries and dry cleaning plants.....	40.1	39.7	40.5	1.02	1.01	0.98	40.73	40.29	39.55

\* Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED  
WAGE EARNERS IN MANUFACTURING**

Source: Man-Hours and Hourly Earnings, DBS

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949 = 100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1959 November.....	40.9	1.74	71.08	170.3	133.1
December.....	38.4*	1.78	68.48*	164.1	128.7
1960 January.....	40.7	1.77	71.89	172.2	135.4
February.....	40.4	1.77	71.49	171.3	135.0
March.....	40.5	1.78	71.94	172.4	135.2
April.....	40.5	1.79	72.37	173.4	136.1
May.....	40.1	1.79	71.69	171.8	134.6
June.....	40.4	1.79	72.19	173.0	135.6
July.....	40.6	1.77	72.01†	172.5	134.9
August.....	40.5	1.76	71.46	171.2	133.3
September.....	40.9	1.77	72.37	173.4	134.0
October†.....	40.6	1.78	72.66	174.1	134.3
November†.....	40.6	1.79	72.80	174.4	134.6

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS, page ii.

\* December 1959 figures adjusted for the holidays are 40.8 hours and \$71.52.

† Revised.

‡ Latest figures subject to revision.

## D—National Employment Service Statistics

Tables D-1 to D-5 are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751: statistical report on employment operations by industry, and UIC 757: inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(Source: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
January 1, 1955.....	8,420	7,776	16,196	371,959	93,805	465,764
January 1, 1956.....	17,986	12,111	30,097	312,066	84,815	396,881
January 1, 1957.....	19,784	13,440	33,224	343,956	92,207	436,163
January 1, 1958.....	7,450	7,270	14,720	596,104	147,349	743,453
January 1, 1959.....	8,643	8,549	17,192	562,257	158,163	720,420
January 1, 1960.....	9,097	9,779	18,876	522,206	157,962	680,168
February 1, 1960.....	8,206	10,325	18,531	606,165	180,129	786,294
March 1, 1960.....	8,431	10,676	19,107	634,332	182,721	817,053
April 1, 1960.....	10,402	11,830	22,232	652,107	182,883	834,990
May 1, 1960.....	15,913	14,487	30,400	581,558	174,874	756,432
June 1, 1960.....	21,772	17,210	38,982	389,576	152,848	542,424
July 1, 1960.....	17,227	15,875	33,102	258,719	131,936	390,655
August 1, 1960.....	14,673	12,594	27,267	242,582	128,062	370,644
September 1, 1960.....	13,748	14,427	28,175	236,969	117,044	354,013
October 1, 1960.....	12,239	13,796	26,035	228,632	115,358	343,990
November 1, 1960.....	11,944	10,866	22,810	281,484	124,255	405,739
December 1, 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
January 1, 1961 <sup>(1)</sup> .....	9,859	7,996	17,855	570,789	163,893	734,682

<sup>(1)</sup> Latest figures subject to revision.

\* Current Vacancies only. Deferred vacancies are excluded.

**TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
NOVEMBER 30, 1960<sup>(1)</sup>**

(Source: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				October 31, 1960	November 30, 1959
<b>Agriculture, Fishing, Trapping.....</b>	<b>178</b>	<b>66</b>	<b>244</b>	<b>— 150</b>	<b>— 56</b>
<b>Forestry.....</b>	<b>595</b>	<b>6</b>	<b>601</b>	<b>— 451</b>	<b>— 798</b>
<b>Mining, Quarrying and Oil Wells.....</b>	<b>337</b>	<b>20</b>	<b>357</b>	<b>— 102</b>	<b>— 23</b>
Metal Mining.....	234	7	241	— 34	0
Fuels.....	63	6	69	— 71	— 11
Non-Metal Mining.....	9	1	10	— 15	+
Quarrying, Clay and Sand Pits.....	2	1	3	— 1	8
Prospecting.....	29	5	34	+ 19	— 7
<b>Manufacturing.....</b>	<b>1,967</b>	<b>1,130</b>	<b>3,097</b>	<b>— 754</b>	<b>— 781</b>
Foods and Beverages.....	120	136	256	— 160	— 31
Tobacco and Tobacco Products.....	46	5	51	+ 39	— 9
Rubber Products.....	21	12	33	— 3	+ 2
Leather Products.....	44	62	106	— 45	— 32
Textile Products (except clothing).....	35	57	92	— 24	— 72
Clothing (textile and fur).....	65	449	514	— 188	— 210
Wood Products.....	137	31	168	— 95	— 107
Paper Products.....	283	31	314	+ 3	+ 216
Printing, Publishing and Allied Industries.....	116	73	189	+ 43	— 63
Iron and Steel Products.....	274	51	325	— 149	— 222
Transportation Equipment.....	271	44	315	— 12	— 133
Non-Ferrous Metal Products.....	102	17	119	— 24	— 55
Electrical Apparatus and Supplies.....	178	50	228	— 25	— 20
Non-Metallic Mineral Products.....	41	19	60	— 2	— 46
Products of Petroleum and Coal.....	23	7	30	+ 14	+ 4
Chemical Products.....	128	41	169	— 77	— 12
Miscellaneous Manufacturing Industries.....	83	45	128	— 49	+ 9
<b>Construction.....</b>	<b>808</b>	<b>30</b>	<b>838</b>	<b>— 472</b>	<b>— 433</b>
General Contractors.....	408	14	422	— 319	— 395
Special Trade Contractors.....	400	16	416	— 153	— 38
<b>Transportation, Storage and Communication.....</b>	<b>436</b>	<b>103</b>	<b>539</b>	<b>— 54</b>	<b>— 145</b>
Transportation.....	270	46	316	+ 8	— 159
Storage.....	5	5	10	— 18	— 14
Communication.....	161	52	213	— 44	+ 28
<b>Public Utility Operation.....</b>	<b>52</b>	<b>17</b>	<b>69</b>	<b>— 9</b>	<b>— 26</b>
<b>Trade.....</b>	<b>1,639</b>	<b>1,576</b>	<b>3,215</b>	<b>— 752</b>	<b>— 398</b>
Wholesale.....	510	243	753	— 153	— 148
Retail.....	1,129	1,333	2,462	— 599	— 250
<b>Finance, Insurance and Real Estate.....</b>	<b>424</b>	<b>343</b>	<b>767</b>	<b>— 84</b>	<b>— 143</b>
<b>Service.....</b>	<b>9,766</b>	<b>7,662</b>	<b>17,428</b>	<b>+ 6,952</b>	<b>+ 2,610</b>
Community or Public Service.....	285	1,494	1,779	— 119	— 104
Government Service.....	8,827	2,399	11,226	+ 8,133	+ 3,954
Recreation Service.....	25	32	57	— 40	— 32
Business Service.....	309	237	546	— 251	— 151
Personal Service.....	320	3,500	3,820	— 771	— 1,057
<b>GRAND TOTAL.....</b>	<b>16,202</b>	<b>10,953</b>	<b>27,155</b>	<b>+ 4,124</b>	<b>— 193</b>

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.



**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT DECEMBER 1, 1960<sup>(1)</sup>**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	1,424	1,174	2,598	7,385	1,916	9,301
Clerical Workers.....	5,894	3,696	9,590	18,194	49,663	67,857
Sales Workers.....	1,123	1,097	2,225	7,597	14,660	22,257
Personal and Domestic Service Workers..	414	3,817	4,231	34,949	26,696	61,645
Seamen.....	4	.....	4	2,235	17	2,252
Agriculture, Fishing, Forestry (Ex. log.)	164	11	175	5,098	685	5,783
Skilled and Semi-Skilled Workers.....	3,298	739	4,037	179,776	24,321	204,097
Food and kindred products (incl. tobacco).....	34	9	43	1,696	533	2,229
Textiles, clothing, etc.....	65	555	620	3,528	15,307	18,835
Lumber and lumber products.....	674	2	676	15,878	158	16,036
Pulp, paper (incl. printing).....	81	6	87	1,225	610	1,835
Leather and leather products.....	31	51	82	1,348	1,464	2,812
Stone, clay and glass products.....	16	.....	16	636	46	682
Metalworking.....	336	8	344	22,179	1,024	23,203
Electrical.....	168	7	175	3,419	1,261	4,680
Transportation and equipment.....	7	.....	7	1,177	31	1,208
Mining.....	78	.....	78	2,121	.....	2,121
Construction.....	501	1	502	49,182	7	49,189
Transportation (except seamen).....	413	5	418	33,246	171	33,417
Communications and public utility..	15	1	16	840	16	856
Trade and service.....	104	75	179	6,194	2,253	8,447
Other skilled and semi-skilled.....	699	14	713	26,947	1,151	28,098
Foremen.....	38	4	42	3,634	285	3,919
Apprentices.....	33	1	39	6,526	4	6,530
Unskilled Workers.....	3,606	265	3,871	138,622	26,165	164,787
Food and tobacco.....	63	65	128	5,177	6,734	11,911
Lumber and lumber products.....	67	4	71	15,699	515	16,214
Metalworking.....	39	3	42	9,882	660	10,542
Construction.....	2,686	.....	2,686	68,605	1	68,606
Other unskilled workers.....	751	193	944	39,259	18,255	57,514
<b>GRAND TOTAL.....</b>	<b>15,932</b>	<b>10,799</b>	<b>26,731</b>	<b>393,856</b>	<b>144,123</b>	<b>537,979</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 1, 1960

(Source: Form U.I.C. 757)

Office	Unfilled Vacancies(?)			Registrations		
	(1) Dec. 1, 1960	Previous Month Nov. 3, 1960	Previous Year Dec. 3, 1959	(1) Dec. 1, 1960	Previous Month Nov. 3, 1960	Previous Year Dec. 3, 1959
<b>Newfoundland</b> .....	<b>285</b>	<b>306</b>	<b>391</b>	<b>15,278</b>	<b>7,534</b>	<b>12,686</b>
Corner Brook.....	16	16	26	3,018	1,673	2,523
Grand Falls.....	5	7	12	1,533	860	1,232
St. John's.....	264	283	353	10,727	5,001	8,931
<b>Prince Edward Island</b> .....	<b>71</b>	<b>137</b>	<b>89</b>	<b>2,543</b>	<b>1,288</b>	<b>3,028</b>
Charlottetown.....	44	48	61	1,509	745	1,997
Summerside.....	27	89	28	1,034	543	1,031
<b>Nova Scotia</b> .....	<b>1,232</b>	<b>1,233</b>	<b>1,159</b>	<b>20,922</b>	<b>15,978</b>	<b>20,035</b>
Amherst.....	15	13	15	968	571	815
Bridgewater.....	13	21	11	1,234	831	1,259
Halifax.....	961	1,017	891	5,265	4,628	5,212
Inverness.....				389	208	545
Kentville.....	69	68	58	2,023	1,300	1,685
Liverpool.....	8	18	6	509	413	495
New Glasgow.....	28	13	16	2,509	1,838	2,587
Springhill.....				981	878	1,205
Sydney.....	72	45	57	3,960	3,085	3,247
Truro.....	25	9	33	1,439	1,104	1,339
Yarmouth.....	41	29	72	1,645	1,122	1,646
<b>New Brunswick</b> .....	<b>1,032</b>	<b>1,236</b>	<b>1,071</b>	<b>20,072</b>	<b>13,341</b>	<b>19,967</b>
Bathurst.....	19	18	9	2,600	1,196	2,809
Campbellton.....	80	27	40	1,620	1,317	1,118
Edmundston.....	8	17	30	1,129	579	1,170
Fredericton.....	154	120	130	1,579	1,321	1,723
Minto.....	50	118	42	473	426	454
Moncton.....	296	750	397	4,796	3,108	4,979
Newcastle.....	13	3	2	1,512	923	1,875
Saint John.....	316	129	271	3,422	2,700	2,494
St. Stephen.....	22	36	35	1,315	828	1,647
Sussex.....	16	10	45	571	365	544
Woodstock.....	58	8	70	1,055	578	1,154
<b>Quebec</b> .....	<b>5,081</b>	<b>5,263</b>	<b>5,005</b>	<b>154,840</b>	<b>115,628</b>	<b>146,282</b>
Alma.....	13	8	5	1,342	1,097	2,043
Asbestos.....	18	17	2	652	383	629
Baie Comeau.....	27	31	109	533	377	560
Beauharnois.....	13	26	14	1,170	746	1,092
Buckingham.....	23	22	10	984	710	914
Causapscal.....	141	78	210	1,023	788	961
Chandler.....	52	6	22	647	242	830
Chicoutimi.....	95	145	99	1,936	1,623	1,584
Cowansville.....	26	25	13	880	324	498
Dolbeau.....	83	19	2	1,054	668	801
Drummondville.....	57	43	3	2,147	1,454	1,984
Farnham.....	8	10	7	575	434	692
Forestville.....	1	4	74	336	217	473
Gaspé.....	2	5	2	835	316	904
Granby.....	5	21	16	2,330	1,607	1,392
Hull.....	76	42	21	3,526	2,421	3,283
Joliette.....	37	43	97	3,625	2,568	3,657
Jonquière.....	23	20	12	2,523	1,828	2,203
Lachute.....	11	18	26	809	550	623
La Malbaie.....	50	29	6	1,020	499	1,143
La Tuque.....	97	179	518	649	512	798
Lévis.....	22	28	31	3,339	2,307	2,900
Louiseville.....	35	15	7	1,115	748	923
Magog.....	5	6	2	656	511	672
Maniwaki.....	11	7	11	760	420	514
Matane.....	24	9	26	923	488	1,352
Mégantic.....	53	22		989	504	962
Mont-Laurier.....	13	20	31	758	411	569
Montmagny.....	9	12	5	1,165	626	1,156
Montreal.....	1,874	1,976	1,805	60,156	49,002	54,708
New Richmond.....	109	66	10	1,144	403	1,112
Port Alfred.....	2	5	2	605	386	547
Quebec.....	388	455	295	11,068	8,434	11,319
Rimouski.....	68	51	78	2,574	1,484	2,745
Rivière du Loup.....	18	8	7	2,499	1,412	2,577
Roberval.....	49	57	15	1,049	720	826
Rouyn.....	169	128	109	2,183	1,766	2,027
Ste. Agathe.....	69	54	48	801	572	896
Ste. Anne de Bellevue.....	48	73	63	958	745	942
Ste. Thérèse.....	17	19	26	2,208	1,635	2,171
St. Hyacinthe.....	31	25	67	2,098	1,537	2,189
St. Jean.....	89	50	64	2,098	1,716	2,062
St. Jérôme.....	56	31	93	2,626	1,382	1,762
Sept-Iles.....	181	294	177	1,748	1,030	1,094
Shawinigan.....	79	41	188	3,313	2,459	3,371
Sherbrooke.....	228	284	137	4,446	4,071	4,594
Sorel.....	74	54	34	1,981	1,601	2,326
Thetford Mines.....	25	30	74	1,458	936	1,643
Trois-Rivières.....	79	179	147	4,163	3,123	4,333

**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 1, 1960**

(SOURCE: FORM U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) Dec. 1, 1960	Previous Month Nov. 3, 1960	Previous Year Dec. 3, 1959	(1) Dec. 1, 1960	Previous Month Nov. 3, 1960	Previous Year Dec. 3, 1959
<b>Quebec—Cont'd.</b>						
Val d'Or.....	57	47	43	1,850	1,420	1,582
Valleyfield.....	14	12	19	2,214	1,640	1,817
Victoriaville.....	88	25	12	2,156	1,530	1,809
Ville St. Georges.....	239	389	77	1,613	1,245	1,678
<b>Ontario</b>	<b>10,605</b>	<b>8,200</b>	<b>10,915</b>	<b>182,266</b>	<b>148,423</b>	<b>176,818</b>
Arnprior.....	24	46	92	278	203	278
Barrie.....	7	19	10	1,281	1,145	1,311
Belleville.....	251	29	36	1,801	1,552	1,614
Bracebridge.....	79	18	28	1,083	691	1,141
Brampton.....	17	56	30	1,394	1,259	1,584
Brantford.....	49	43	87	3,342	2,813	2,692
Brockville.....	41	35	42	730	630	520
Carleton Place.....	12	16	4	257	131	341
Chatham.....	76	29	48	2,080	1,651	1,838
Cobourg.....	47	43	21	968	611	1,062
Collingwood.....	1	3	6	882	564	585
Cornwall.....	109	104	113	3,303	2,750	2,927
Elliot Lake.....	42	38	38	317	249	267
Fort Erie.....	4	4	2	809	553	732
Fort Frances.....	10	13	23	603	313	518
Fort William.....	64	77	139	2,319	1,655	2,520
Galt.....	165	51	81	1,872	1,701	1,364
Gananoque.....		3	5	336	215	295
Goderich.....	9	17	11	631	421	513
Guelph.....	110	29	50	1,996	1,650	1,574
Hamilton.....	647	566	727	16,218	13,428	12,708
Hawkesbury.....	7	12	17	741	433	754
Kapuskasing.....	8	20	8	957	796	677
Kenora.....	8	16	12	811	485	788
Kingston.....	77	129	59	2,110	1,737	2,174
Kirkland Lake.....	69	31	97	1,439	1,013	1,281
Kitchener.....	100	123	86	3,088	2,208	1,998
Leamington.....	19	21	88	1,036	975	1,248
Lindsay.....	8	8	29	591	460	833
Listowel.....	32	42	15	362	216	337
London.....	1,150	492	1,067	5,469	4,681	4,925
Long Branch.....	107	105	90	4,299	3,532	3,697
Midland.....	25	6	20	810	498	603
Napanee.....	6	41	4	529	356	604
Newmarket.....	35	27	27	1,369	1,031	1,390
Niagara Falls.....	156	25	21	2,789	2,071	2,528
North Bay.....	31	28	12	1,865	1,352	1,570
Oakville.....	94	92	115	1,031	907	828
Orillia.....	7	12	23	1,180	917	1,019
Oshawa.....	82	60	108	4,471	5,000	10,808
Ottawa.....	765	897	1,971	6,058	5,013	6,064
Owen Sound.....	35	51	94	1,526	1,100	1,508
Parry Sound.....			2	380	317	496
Pembroke.....	59	70	12	1,758	1,299	1,692
Perth.....	16	19	18	575	422	524
Peterborough.....	37	36	42	3,239	2,910	3,063
Pictou.....	3	6	7	391	272	524
Port Arthur.....	269	156	300	3,401	2,298	3,280
Port Colborne.....	50	9	8	1,051	796	961
Prescott.....	20	14	14	734	553	758
Renfrew.....	15	13	9	451	309	568
St. Catharines.....	95	118	93	3,998	3,360	6,122
St. Thomas.....	91	36	33	1,396	1,221	1,512
Sarnia.....	65	91	63	3,648	2,195	2,175
Sault Ste. Marie.....	130	131	374	3,480	2,048	1,659
Simcoe.....	90	77	35	905	892	1,067
Sioux Lookout.....	10	4	9	186	109	188
Smiths Falls.....	1	7	10	449	338	425
Stratford.....	36	65	30	810	589	825
Sturgeon Falls.....	14	22	1	906	621	892
Sudbury.....	494	334	222	4,002	2,827	3,697
Tillsonburg.....	18	23	13	323	355	397
Timmins.....	27	30	69	2,031	1,644	1,993
Toronto.....	3,354	2,702	3,428	43,391	38,104	39,758
Trenton.....	58	64	62	809	699	855
Walkerton.....	23	36	26	846	548	707
Wallaceburg.....	14	15	4	666	488	731
Welland.....	74	64	47	2,508	2,013	1,633
Weston.....	173	165	100	3,754	3,200	3,764
Windsor.....	764	193	329	10,309	7,804	13,019
Woodstock.....	17	17	26	1,307	1,095	1,082
<b>Manitoba</b>	<b>3,579</b>	<b>1,732</b>	<b>3,909</b>	<b>22,540</b>	<b>15,034</b>	<b>19,278</b>
Brandon.....	179	162	183	2,028	1,133	2,098
Dauphin.....	17	15	11	1,366	648	1,431
Flin Flon.....	47	25	40	267	200	271
Portage la Prairie.....	58	55	69	1,002	556	1,118
The Pas.....	57	49	59	335	244	336
Winnipeg.....	3,221	1,426	3,547	17,542	12,253	14,024



TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 1, 1960

(Source: Form U.I.C. 757)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) Dec. 1, 1960	Previous Month Nov. 3, 1960	Previous Year Dec. 3, 1959	(1) Dec. 1, 1960	Previous Month Nov. 3, 1960	Previous Year Dec. 3, 1959
<b>Saskatchewan</b> .....	<b>1,202</b>	<b>1,218</b>	<b>754</b>	<b>16,244</b>	<b>9,676</b>	<b>16,095</b>
Estevan.....	24	20	45	506	227	498
Lloydminster.....	20	24	6	406	224	364
Moose Jaw.....	97	64	212	1,474	933	1,475
North Battleford.....	47	39	22	1,070	583	1,035
Prince Albert.....	75	103	35	2,004	1,095	1,929
Regina.....	178	217	158	3,934	2,704	3,656
Saskatoon.....	136	207	134	3,740	2,310	3,643
Swift Current.....	67	83	56	797	390	815
Weyburn.....	34	17	27	437	199	462
Yorkton.....	524	444	59	1,876	1,011	2,218
<b>Alberta</b> .....	<b>1,821</b>	<b>1,711</b>	<b>2,364</b>	<b>30,872</b>	<b>22,364</b>	<b>27,076</b>
Blairmore.....	2	24	1	363	374	498
Calgary.....	381	439	917	10,805	8,271	9,411
Drumheller.....	10	10	16	354	228	372
Edmonton.....	1,056	890	1,028	13,029	9,296	12,259
Edson.....	45	76	12	678	497	518
Grande Prairie.....	48	42	.....	854	548	.....
Lethbridge.....	66	101	114	2,224	1,421	1,989
Medicine Hat.....	149	56	194	1,209	897	935
Red Deer.....	64	73	82	1,356	832	1,094
<b>British Columbia</b> .....	<b>1,823</b>	<b>1,774</b>	<b>2,218</b>	<b>72,402</b>	<b>56,473</b>	<b>61,621</b>
Chilliwack.....	34	25	16	2,059	1,326	1,738
Courtenay.....	11	13	4	1,411	905	799
Cranbrook.....	31	54	16	1,114	700	899
Dawson Creek.....	16	23	16	969	729	1,138
Duncan.....	33	16	22	880	564	736
Kamloops.....	14	15	76	1,509	996	1,289
Kelowna.....	13	22	6	1,254	588	1,188
Kitimat.....	30	34	15	218	166	214
Mission City.....	23	28	11	1,406	898	1,371
Nanaimo.....	55	18	11	1,372	1,110	1,000
Nelson.....	218	251	14	1,186	737	1,181
New Westminster.....	330	200	268	10,198	8,825	8,458
Penticton.....	8	9	7	1,341	842	1,307
Port Alberni.....	25	7	24	870	728	698
Prince George.....	35	34	80	2,874	2,305	2,343
Prince Rupert.....	13	10	17	1,802	1,243	1,540
Princeton.....	34	52	6	551	348	431
Quesnel.....	52	15	28	1,380	1,113	1,176
Trail.....	64	67	63	918	582	905
Vancouver.....	559	720	1,069	30,896	25,666	25,825
Vernon.....	12	8	18	2,169	1,083	1,884
Victoria.....	192	111	399	5,468	4,581	4,847
Whitehorse.....	21	42	23	547	438	564
<b>Canada</b> .....	<b>26,731</b>	<b>22,810</b>	<b>27,875</b>	<b>537,979</b>	<b>405,739</b>	<b>502,886</b>
Male.....	15,932	11,944	15,201	393,856	281,484	365,031
Female.....	10,799	10,866	12,674	144,123	124,255	137,855

<sup>1</sup> Preliminary subject to revision.<sup>2</sup> Current vacancies only. Deferred vacancies are excluded.

TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES

(Source: Form U.I.C. 751)

1955—1960

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1959 (11 months).....	911,272	613,613	297,659	63,094	222,675	311,944	196,070	117,489
1960 (11 months).....	872,762	584,323	288,439	78,989	230,880	274,312	179,899	108,682

## E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,  
NOVEMBER 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	5.7	24,008	551,713
Prince Edward Island.....	0.8	3,148	61,797
Nova Scotia.....	10.9	45,978	967,140
New Brunswick.....	9.8	41,076	885,243
Quebec.....	80.7	339,048	7,648,821
Ontario.....	98.2	412,446	9,746,054
Manitoba.....	10.2	42,777	980,260
Saskatchewan.....	6.1	25,504	568,348
Alberta.....	14.4	60,473	1,415,631
British Columbia.....	36.1	151,730	3,758,601
Total, Canada, Nov. 1960.....	272.9	1,146,188	26,583,608
Total, Canada, Oct. 1960.....	225.9	903,403	20,650,922
Total, Canada, Nov. 1959.....	209.6	838,456	17,479,376

**TABLE E-2—CLAIMANTS\* CURRENTLY REPORTING TO LOCAL OFFICES BY  
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE  
POSTAL, NOVEMBER 30, 1960**

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Number of weeks on claim							Percent- age Postal	Nov. 30, 1959 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	485,177	220,925	60,053	73,222	41,677	26,881	17,366	45,053	30.1	417,541
Male.....	364,136	179,302	47,125	54,762	28,480	17,468	10,497	26,502	32.4	308,477
Female.....	121,041	41,623	12,928	18,460	13,197	9,413	6,869	18,551	23.5	109,064
Newfoundland.....	16,401	9,738	1,812	1,763	754	512	466	1,356	73.4	12,427
Male.....	14,928	9,289	1,700	1,563	618	386	346	1,026	75.7	11,341
Female.....	1,473	449	112	200	136	126	120	330	49.8	1,086
Prince Edward Island....	2,576	1,698	277	234	110	64	44	149	73.3	3,626
Male.....	1,999	1,407	215	179	62	35	30	71	76.0	2,053
Female.....	577	291	62	55	48	29	14	78	64.1	573
Nova Scotia.....	22,561	11,597	2,185	2,900	1,803	1,027	711	2,338	40.7	17,197
Male.....	19,190	10,466	1,864	2,425	1,425	747	510	1,753	41.2	13,984
Female.....	3,371	1,131	321	475	378	280	201	585	37.6	3,213
New Brunswick.....	18,745	8,415	2,554	2,956	1,453	1,076	635	1,656	58.1	16,845
Male.....	14,954	7,030	2,031	2,370	1,127	814	419	1,154	59.3	13,068
Female.....	3,791	1,376	523	586	326	262	216	502	53.6	3,777
Quebec.....	140,109	62,979	17,185	21,092	12,532	7,774	5,241	13,306	30.1	122,529
Male.....	101,468	49,112	13,180	15,413	8,633	4,939	2,856	7,335	32.8	87,818
Female.....	38,641	13,867	4,005	5,679	3,899	2,835	2,385	5,971	23.2	34,711
Ontario.....	155,506	66,029	18,857	23,745	14,246	9,743	6,245	16,641	20.7	143,364
Male.....	110,964	51,036	14,140	16,886	9,311	6,226	3,851	9,514	21.0	102,746
Female.....	44,542	14,993	4,717	6,859	4,935	3,517	2,394	7,127	19.9	40,618
Manitoba.....	22,218	10,496	3,097	3,773	1,690	1,097	612	1,453	25.6	16,268
Male.....	17,240	8,754	2,463	2,964	1,110	710	390	849	28.9	12,365
Female.....	4,978	1,742	634	809	580	387	222	604	14.1	3,903
Saskatchewan.....	13,834	7,050	1,917	1,979	881	664	391	952	48.3	12,623
Male.....	10,847	6,105	1,599	1,498	525	367	234	519	52.2	9,816
Female.....	2,987	945	318	481	356	297	157	433	34.2	2,807
Alberta.....	27,471	12,741	3,859	4,429	2,294	1,381	878	1,889	28.3	21,140
Male.....	21,271	10,984	3,180	3,307	1,400	826	490	1,084	30.5	15,534
Female.....	6,200	1,757	679	1,122	894	555	388	805	20.7	5,606
British Columbia.....	65,756	30,182	8,310	10,351	5,914	3,543	2,143	5,313	27.0	52,522
Male.....	51,275	25,110	6,753	8,157	4,269	2,418	1,371	3,197	28.5	39,752
Female.....	14,481	5,072	1,557	2,194	1,645	1,125	772	2,116	21.9	12,770

\* Changes in the wording of this heading do not involve any change in concept.



**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
NOVEMBER, 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Prince Edward Island.....	12,115	10,276	1,839	7,268	5,771	1,497	6,141
Nova Scotia.....	1,990	1,662	328	1,150	989	161	997
New Brunswick.....	14,347	8,096	6,251	12,247	10,534	1,713	4,484
Quebec.....	11,527	8,360	3,167	9,266	7,800	1,466	3,920
Ontario.....	84,982	58,461	26,521	69,427	55,280	14,147	30,076
Manitoba.....	92,992	60,083	32,909	79,326	62,847	16,479	31,341
Saskatchewan.....	14,635	10,380	4,255	12,406	9,573	2,833	4,077
Alberta.....	10,126	7,458	2,668	7,998	6,121	1,877	3,396
British Columbia.....	18,759	12,353	6,406	16,078	12,830	3,248	5,352
	42,943	30,280	12,663	35,295	25,779	9,516	14,284
Total, Canada, Nov. 1960.....	304,416	207,409	97,007	250,461	197,524	52,937	104,068
Total, Canada, Oct. 1960.....	178,211	103,919	74,292	162,512	122,331	40,181	50,113
Total, Canada, Nov. 1959.....	278,592	193,734	84,858	221,207	171,906	49,301	99,037

\* In addition, revised claims received numbered 41,424.

† In addition, 39,182 revised claims were disposed of. Of these, 4,568 were special requests not granted and 1,405 were appeals by claimants. There were 10,514 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT, OCTOBER 1959 TO OCTOBER 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of	Total	Employed	Claimants
1960—October.....	4,124,900	3,794,700	330,200
September.....	4,037,000	3,757,500	279,500
August.....	4,040,000	3,759,800	280,200
July.....	4,024,000	3,729,900	294,100
June.....	4,048,000	3,751,600	296,400
May.....	3,988,000	3,623,700	364,300
April.....	4,222,000	3,507,100	714,900
March.....	4,307,000	3,484,000	823,000
February.....	4,308,000	3,493,800	814,200
January.....	4,296,000	3,513,500	782,500
1959—December.....	4,295,000	3,609,300	685,700
November.....	4,131,000	3,713,500	417,500
October.....	4,032,000	3,781,400	250,600

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1960—January.....	127.5	121.6	142.8	110.2	123.3	136.9
February.....	127.2	120.8	142.9	109.8	123.2	137.0
March.....	126.9	119.4	142.9	110.4	123.4	137.0
April.....	127.5	120.9	143.3	110.8	123.5	137.1
May.....	127.4	120.2	143.5	110.8	123.1	137.6
June.....	127.6	120.8	143.8	110.9	123.0	137.7
July.....	127.5	120.5	143.9	110.8	123.0	137.6
August.....	127.9	121.7	144.0	110.3	123.1	137.7
September.....	128.4	123.3	144.2	110.5	123.3	137.6
October.....	129.4	125.8	144.3	111.2	123.5	137.8
November.....	129.6	125.5	144.5	112.5	123.5	138.3
December.....	129.6	125.3	144.6	112.6	123.5	138.3
1961—January.....	129.2	124.4	144.7	111.6	123.3	138.3

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF DECEMBER 1960**

(1949=100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Dec. 1959	Nov. 1960	Dec. 1960					
(1) St. John's, Nfld.....	114.6	115.9	116.3	109.8	115.3	110.7	111.7	133.0
Halifax.....	127.3	128.4	128.4	119.5	135.3	122.0	129.8	140.4
Saint John.....	129.1	130.0	130.3	124.9	140.0	120.7	124.3	143.2
Montreal.....	128.7	129.7	129.7	129.7	146.0	108.3	118.8	138.9
Ottawa.....	128.3	130.2	130.1	125.3	148.9	116.9	122.0	138.3
Toronto.....	130.1	131.9	131.8	125.6	152.9	115.1	124.0	140.3
Winnipeg.....	125.4	127.7	127.8	124.5	135.7	118.8	120.2	137.3
Saskatoon-Regina.....	124.0	125.5	125.4	122.2	125.0	124.0	126.2	129.5
Edmonton-Calgary.....	124.1	125.7	125.3	119.5	125.5	121.4	127.6	133.7
Vancouver.....	129.6	130.8	130.7	126.1	137.8	117.7	135.5	137.2

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951=100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 763, July 1960 issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1955-60**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1955.....	149	159	60,090	1,875,400	0.18
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
*1959.....	202	217	99,872	2,386,680	0.19
*1959: December.....	13	22	3,836	56,050	0.05
*1960: January.....	13	20	3,531	58,440	0.06
February.....	14	25	3,994	50,320	0.05
March.....	19	27	3,237	26,820	0.03
April.....	15	29	2,476	26,870	0.03
May.....	21	38	7,152	74,900	0.07
June.....	24	43	7,309	53,260	0.05
July.....	22	37	5,067	37,770	0.04
August.....	30	42	10,958	129,180	0.12
September.....	27	52	11,877	114,610	0.11
October.....	30	56	9,027	90,830	0.08
November.....	28	58	5,491	53,180	0.05
December.....	11	29	1,890	30,280	0.03

\* Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, DECEMBER 1960, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....			
Fishing.....			
Mining.....			
Manufacturing.....	15	1,231	24,180
Construction.....	3	255	3,670
Transportation, etc.....	5	274	680
Public utilities.....			
Trade.....	6	180	1,750
Service.....			
All industries.....	29	1,890	30,280

**TABLE G-3—STRIKES AND LOCKOUTS, DECEMBER 1960, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....			
New Brunswick.....			
Quebec.....	10	697	14,110
Ontario.....	17	1,144	15,830
Manitoba.....	1	15	140
Saskatchewan.....			
Alberta.....			
British Columbia.....	1	34	200
Federal.....			
All jurisdictions.....	29	1,890	30,280



**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
DECEMBER 1960**

(Preliminary)

Industry — Employer — Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Dec.	Accu- mulated		
MANUFACTURING— <i>Paper Products—</i> Building Products, Pont-Rouge, Que.	Pulp and Paper Workers' Federation (CNTU)	290 (20)	7,250	8,700	Nov. 24 .....	Wages~
<i>Iron and Steel Products</i> Canadian Timken, St. Thomas, Ont.	Steelworkers Loc. 4906 (AFL-CIO/CLC)	275 (70)	6,050	28,520	Aug. 12 .....	Wages, working condi- tions, fringe benefits~
<i>Miscellaneous Manufacturing</i> <i>Industries—</i> Sperry Gyroscope Co. of Canada, St. Laurent, Que.	I. U. E. Loc. 514 (AFL- CIO/CLC)	155	3,410	15,500	Sep. 15 .....	Wages~
CONSTRUCTION— Twenty electrical contractors, Kitchener-Waterloo, other points, Ont.	I.B.E.W. Loc. 804 (AFL- CIO/CLC)	180	3,420	5,040	Nov. 18 Dec. 28	Wages~Most workers returned or found em- ployment elsewhere.
TRANSPORTATION ETC.— <i>Transportation—</i> Sandwich-Windsor and Amherstburg Railway, Windsor, Ont.	Street Railway Em- ployees Loc. 616 (AFL- CIO/CLC)	186	270	1,200	Nov. 24 Dec. 3	Wages~Return of wor- kers, referral to arbitra- tion.

Figures in parentheses indicate the number of workers indirectly affected.



CANADA

THE

# ABOUT AZETTE

COMMONWEALTH  
TECHNICAL TRAINING  
WEEK (page 219)



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Vol. LXI, No. 3	CONTENTS	March 30, 1961
Employment Review .....		201
Collective Bargaining Review .....		207
Notes of Current Interest .....		213
House of Commons Debates of Labour Interest: A Guide		214
Commonwealth Technical Training Week .....		219
Central Labour Bodies Submit Annual Memoranda to Cabinet		223
43rd Annual Meeting of the Canadian Construction Association		236
Labour Legislation of the Past Decade—IV .....		242
Many Employers Prefer an Older Worker .....		251
Courses for Unemployed Women .....		252
50 Years Ago This Month .....		253
Teamwork in Industry .....		254
Industrial Relations and Conciliation:		
Certification Proceedings .....		255
Conciliation Proceedings .....		257
Labour Law:		
Legal Decisions Affecting Labour .....		265
Recent Regulations under Provincial Legislation .....		270
Unemployment Insurance:		
Monthly Report on Operation .....		273
Decisions of the Umpire .....		274
Labour Conditions in Federal Government Contracts .....		278
Prices and the Cost of Living .....		284
Publications Recently Received in Department's Library ....		285
Labour Statistics .....		290

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# EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

## Employment and Unemployment, February

Unemployment rose by 26,000 between January and February, about average for this time of year. Employment decreased by 59,000 and the labour force by 33,000 during the month. These declines were somewhat larger than usual.

In the week ended February 18, the labour force was estimated at 6,363,000; a month earlier the estimate was 6,396,000 and a year earlier it was 6,218,000. Employment was estimated at 5,644,000, compared with 5,703,000 a month earlier and 5,619,000 a year earlier, and unemployment at 719,000, compared with 693,000 in January and 599,000 in February 1960.

### Employment

Although employment in non-farm industries declined in total, there was some increase in manufacturing and services. Decreases occurred in trade and substantial seasonal declines took place in agriculture and other primary industries. Almost all of the decrease over the month was among men.

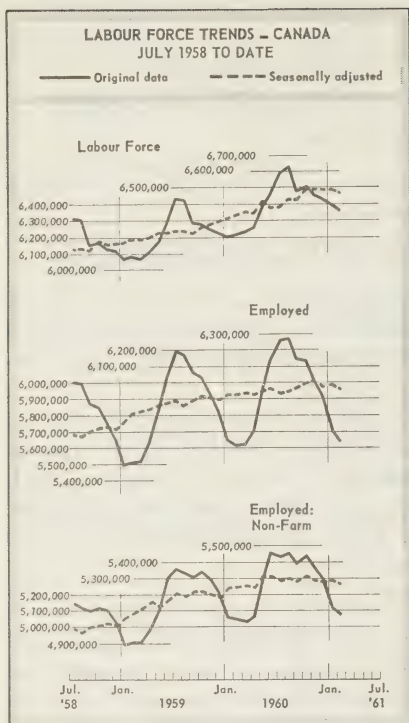
Employment was 25,000 higher than a year earlier. Rehiring in manufacturing during the month brought employment in this industry to a higher level than last year. Employment in the service industry also showed an increase over the year. The heaviest losses over the 12 months were in forestry, mining, transportation and construction. Compared with last year, employment of men was 60,000 lower; of women, 85,000 higher.

Of the estimated 5,644,000 employed in February, 4,038,000 were men and 1,606,000 women. In the preceding month, employed men totalled 4,094,000; women, 1,609,000. The employment total in February 1960 was made up of 4,098,000 men and 1,521,000 women.

Non-agricultural employment in February was estimated at 5,074,000, compared with 5,118,000 in January and 5,051,000 in February 1960. Agricultural employment was 570,000, compared with 585,000 a month earlier and 568,000 a year earlier.

The declines in employment and in the labour force between January and February were, in most regions, somewhat greater than usual. Non-farm employment declined in Ontario despite rehiring in primary steel, shipbuilding and heavy equipment manufacturing. In Quebec the employment decline was smaller than usual; this was partly the result of an upturn in textiles, clothing, rubber and leather manufacturing.

Employment was at a higher level than a year earlier in Quebec and the Prairie Provinces. In other regions, the level was about the same or moderately lower than in 1960. In all regions, employment was lower in February than in January.



## Unemployment

Unemployment increased by 26,000 during the month, about the usual seasonal rise. The February total, 719,000, was about 120,000 higher than a year earlier, and represented 11.3 per cent of the labour force. Unemployment in February 1960 was 9.6 per cent; in January 10.8 per cent.

During the month, the number of unemployed men increased by 35,000. The number of unemployed women decreased by an estimated 9,000, partly as a result of rehiring in manufacturing.

There were 664,000 persons without work and seeking work, and 55,000 on temporary layoff. Of those seeking work, 108,000 had become unemployed during the month, outweighing some 74,000 who had found jobs or left the labour force during the period. Some 248,000—37 per cent of those seeking work—had been unemployed for four months or more, compared with 161,000 (29 per cent) at the same time last year.

(Additional tabulations made for January show that 49 per cent of that month's 693,000 unemployed were heads of families, a considerably higher proportion than the 42 per cent for October and 39 per cent for July 1960. Sons, daughters, or other relatives living in family units amounted to 42 per cent, and unattached persons to 9 per cent of the January unemployed. At least one member was working in 51 per cent of the 539,000 family units in which one or more members were unemployed. In the remaining 49 per cent, no one was employed; this was up from 41 per cent last October and 37 per cent last July.)

## Regional Summaries

Employment in the **Atlantic** region declined more than seasonally between January and February, mainly because of a sharp drop in employment in forestry and fishing. Wood cutting and hauling were completed in most areas. Bad weather caused a reduction of activity in fishing.

Seasonal improvement was reported in some coal mines as a result of a somewhat stronger demand in local markets. In other coal mines, further short time was scheduled for the latter part of February. A cutback in employment occurred at the Sydney steel plant but most other plants in the iron and steel products industries recalled a number of workers.

Over the year, employment in the region showed little change: it was estimated at 461,000 in February this year, at 458,000 in February 1960. Housebuilding dropped below the very low level of a year ago, but government and institutional projects under construction compared well with those of the previous year. All major pulp and paper mills were reported operating

at high levels and most sawmills have continued operations without interruption. With the exception of steel production, manufacturing showed some increase over the year.

Unemployment in February was estimated at 101,000 (18.0 per cent of the labour force), compared with 84,000 (14.9 per cent) in January and 87,000 (16.0 per cent) in February 1960.

The labour force in the Atlantic region was estimated at 562,000 in February, 565,000 in January and 545,000 in February 1960.

In the **Quebec** region, employment showed little change over the month: it was estimated at 1,538,000 in February, 1,544,000 in January. In February 1960 the estimate was 1,515,000.

Log hauling was nearing completion, and as a result a number of camps closed early. Production of heavy machinery and transportation equipment (except aircraft) remained low, and some small layoffs were reported in these industries. These were partly offset by noticeable improvements in non-durable consumer goods. Considerably increased activity and new hirings were reported in textiles, leather and rubber goods and in some pulp and paper plants. Construction employment declined seasonally.

Employment was 23,000 higher than a year earlier. Virtually all of the increase took place in non-agricultural industries. In many areas, more persons were reported employed on construction than at the same time a year ago, partly because of intensification of the Municipal Winter Works Incentive Program.

Unemployment was higher than both a month and a year earlier. In February it was estimated at 260,000 (14.5 per cent of the labour force), in January at 249,000 (13.9 per cent), and in February 1960 at 242,000 (13.8 per cent).

The labour force was estimated at 1,798,000 in February, 1,793,000 in January, and 1,757,000 in February 1960.

In the **Ontario** region, employment declined 18,000 from January to February, somewhat more than in previous years. The decline was distributed evenly between men and women.

Decreased auto production was reflected in some layoffs in automobile and parts plants and in the tire manufacturing industry. There were further employment reductions in heavy electrical machinery and equipment manufacturing, and employment in textile plants remained low. Seasonally low levels of construction activity accounted for a large number of the unemployed. During the month, work on the 1960 tobacco crop neared completion, and employment in stripping, marketing and warehouse operations tapered off.

Employment increased considerably during the month, however, in the iron and steel industry, particularly in the primary plants. There were further recalls of workers to shipyards and to plants manufacturing agricultural implements, aircraft and locomotives. Employment in mining and forestry remained steady.

During the year, the number of men with jobs decreased, as employment shrank in plants manufacturing automobiles, agricultural implements and heavy electrical equipment, and in uranium mining. But the number of women with jobs increased; the employment expansion in service occupations accounted for most of the increase.

Unemployment was unchanged over the month at 202,000; in February 1960 it was an estimated 149,000. Unemployment in February was 8.6 per cent of the labour force, in January 8.5 per cent, and in February 1960, 6.4 per cent.



The labour force in February was estimated at 2,354,000, in January at 2,372,000, and in February 1960 at 2,313,000.

In the **Prairie** region, employment declined a little more than seasonally from January to February as most industries reported small decreases. But it remained higher than a year earlier, as declines in construction were outweighed by increases in public utilities and services.

Construction activity was reduced seasonally early in February when a period of very cold weather gripped many parts of the region. Winter logging programs neared completion and some transportation workers were laid off. The usual small reductions continued in trade but employment in services remained fairly steady. Slight declines were noted in manufacturing, where some demands for workers in textile and clothing factories and in pipe plants failed to outweigh continued small, widely distributed layoffs in establishments supplying the construction industry: cement and concrete plants, sash and door factories, cabinet-makers and structural steel shops. Scattered layoffs occurred in the foods and beverages industry, where meat packing plants were particularly weak.

Employment in February was estimated at 996,000, in January at 1,005,000, and in February 1960 at 979,000. Unemployment was estimated at 76,000 (7.1 per cent of the labour force) in February, at 81,000 (7.5 per cent) in January, and at 64,000 (6.1 per cent) in February 1960. The labour force was estimated at 1,072,000 in February, at 1,086,000 in January and at 1,043,000 in February 1960.

In the **Pacific** region, there was little change in employment between January and February. But there was a small rise in unemployment in contrast to slight declines in most previous years. Employment was little changed from a year earlier.

Weakness persisted in demand for lumber, plywood, shingles, and other building materials; and weather-damaged logging roads reduced labour requirements in forestry to a level lower than usual. Employment in pulp and paper production held steady, mining and smelting remained firm, and most other industries held near their seasonal employment lows, although some hirings occurred in construction.

Employment was estimated at 497,000 in February, and at 503,000 in both the month and year earlier. Unemployment in February was estimated at 80,000, which was 13.9 per cent of the labour force, in January at 77,000 (13.3 per cent) and in February 1960 at 57,000 (10.2 per cent). The labour force was estimated at 577,000 in February, 580,000 in January and 560,000 in February 1960.

#### LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	February 1961	February 1960	February 1961	February 1960	February 1961	February 1960
Metropolitan.....	11	10	1	2	—	—
Major Industrial.....	19	18	7	8	—	—
Major Agricultural.....	10	10	4	4	—	—
Minor.....	46	45	11	12	1	1
Total.....	86	83	23	26	1	1

# CLASSIFICATION OF LABOUR MARKET AREAS—FEBRUARY

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
METROPOLITAN AREAS (labour force 75,000 or more)	Calgary Edmonton Hamilton Montreal OTTAWA-HULL ← Quebec-Levis St. John's Toronto Vancouver-New West- minster-Mission City Windsor-Leamington Winnipeg	→HALIFAX		
MAJOR INDUSTRIAL AREAS (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Brantford Corner Brook Cornwall Farnham-Granby Fort William- Port Arthur Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Oshawa Peterborough Rouyn-Val d'Or Sarnia Shawinigan Sherbrooke Sydney Timmins-Kirkland Lake Trois Rivières	→GUELPH Kingston →KITCHENER London Saint John Sudbury Victoria		
MAJOR AGRICULTURAL AREAS (labour force 25,000-75,000; 40 per cent or more agricultural)	Barrie Charlottetown Lethbridge Prince Albert Red Deer REGINA ← Riviere du Loup Saskatoon Thetford-Megantic- St. Georges Yorkton	→BRANDON →CHATHAM Moose Jaw North Battleford		
MINOR AREAS (labour force 10,000-25,000)	Bathurst Beauharnois Belleville-Trenton Bracebridge Bridgewater Campbellton Central Vancouver Island Chilliwack Cranbrook Dauphin Drummondville Edmundston Fredericton Gaspé Grand Falls Kentville Lachute-St. Therese Lindsay MEDICINE HAT ← Montmagny Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George- Quesnel Prince Rupert Quebec North Shore Rimouski	→BRAMPTON →DAWSON CREEK Drumheller Galt →GODERICH Kamloops →LISTOWEL St. Thomas Stratford Swift Current Woodstock- Tillsonburg  Group 1 (Cont'd.)  Ste. Agathe St. Jerome St. Hyacinthe St. Jean St. Stephen Sault Ste. Marie Simcoe Sorel Summerside Trail-Nelson Truro Valleyfield Victoriaville Walkerton Weyburn Woodstock, N.B. Yarmouth	Kitimat	

→The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification used, see Labour Gazette, page 933, September 1960 issue.

# Current Labour Statistics

(Latest available statistics as of March 15, 1961)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a) . . . . . (in thousands)	Feb. 18	6,363	— 0.5	+ 2.3
Employed . . . . . (in thousands)	Feb. 18	5,644	— 1.0	+ 0.4
Agriculture . . . . . (in thousands)	Feb. 18	570	— 2.6	+ 0.4
Non-agriculture . . . . . (in thousands)	Feb. 18	5,074	— 0.9	+ 0.5
Paid workers . . . . . (in thousands)	Feb. 18	4,601	— 1.1	0.0
At work 35 hours or more . . . . . (in thousands)	Feb. 18	N.A.	N.A.	N.A.
At work less than 35 hours . . . . . (in thousands)	Feb. 18	N.A.	N.A.	N.A.
Employed but not at work . . . . . (in thousands)	Feb. 18	N.A.	N.A.	N.A.
Unemployed . . . . . (in thousands)	Feb. 18	719	+ 3.8	+ 20.0
Atlantic . . . . . (in thousands)	Feb. 18	101	+ 20.2	+ 16.1
Quebec . . . . . (in thousands)	Feb. 18	260	+ 4.4	+ 7.4
Ontario . . . . . (in thousands)	Feb. 18	202	0.0	+ 35.6
Prairie . . . . . (in thousands)	Feb. 18	76	— 6.2	+ 18.8
Pacific . . . . . (in thousands)	Feb. 18	80	+ 3.9	+ 40.4
Without work and seeking work. (in thousands)	Feb. 18	664	+ 5.4	+ 19.6
On temporary layoff up to 30 days . . . . . (in thousands)	Feb. 18	55	— 12.7	+ 25.0
Industrial employment (1949 = 100) . . . . .	December	115.0	— 3.9	— 2.6
Manufacturing employment (1949 = 100) . . . . .	December	104.2	— 3.6	— 3.9
Immigration . . . . .	Year 1960	104,111	—	— 2.6
Destined to the labour force . . . . .	Year 1960	53,573	—	— 0.1
<i>Strikes and Lockouts</i>				
Strikes and lockouts . . . . .	February	18	— 14.3	— 28.0
No. of workers involved . . . . .	February	1,601	— 31.8	— 59.9
Duration of man days . . . . .	February	20,320	— 27.8	— 59.6
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.) .	December	\$75.19	— 1.6	+ 3.8
Average hourly earnings (mfg.) . . . . .	December	\$1.82	+ 1.7	+ 2.2
Average hours worked per week (mfg.) . . . . .	December	38.7	— 4.7	+ 0.5
Average weekly wages (mfg.) . . . . .	December	\$70.66	— 3.0	+ 3.2
Consumer price index (1949 = 100) . . . . .	February	128.9	— 0.2	+ 1.3
Index numbers of weekly wages in 1949 dollars (1949 = 100) . . . . .	December	131.0	— 2.7	+ 1.8
Total labour income . . . . . \$000,000	December	1,529	— 2.8	+ 3.1
<i>Industrial Production</i>				
Total (average 1949 = 100) . . . . .	January	160.0	— 0.1	— 3.6
Manufacturing . . . . .	January	138.4	— 1.2	— 5.4
Durables . . . . .	January	133.3	— 0.9	— 10.7
Non-durables . . . . .	January	142.8	— 1.3	— 0.6

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics.

See also *Labour Gazette*, September 1960, p. 983.



# COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

During February, 3,800 tobacco workers employed by the **Imperial Tobacco Company** and its associated companies in Hamilton and Guelph, Ont., Granby, Quebec City and Montreal, Que., were granted a general wage increase of 9 cents an hour in a one-year agreement signed with the **Tobacco Workers' International Union**. Consequently, in Montreal, Hamilton and Guelph, the new labour rate for male employees increased to \$1.93 an hour and the female rate became \$1.64 an hour; the labour rates in Granby and Quebec City became \$1.86½ for male employees and \$1.62 for female. In addition to the general increase, trade groups were granted an extra 10 cents an hour and semi-skilled male workers received an additional 6 cents an hour. Besides the monetary gains, all employees were granted one more paid holiday annually for a total of 12, two weeks vacation with pay after one year, three weeks after twelve years, and four weeks after 25 years service. The term of the new agreement runs from February 20, 1961 to February 19, 1962.

Important negotiations were in progress during the month for the renewal of expired agreements with two of Canada's largest electrical manufacturers, who between them employ approximately 8,000 workers. The **United Electrical Workers of America** started direct talks last October with representatives of **Canadian General Electric** plants in Toronto, Guelph and Peterborough for a new agreement to replace the precedent-setting five-year agreement that terminated at the end of 1960. In the new demands the union asked for an increase of 15 cents an hour in a one-year agreement, as well as a reduction in the 40-hour week. By the end of January, when it became apparent that the parties could not reach agreement, application was made for the services of a conciliation officer. As February drew to a close it was reported that the officer was not able to resolve all the outstanding issues and, therefore, application for the establishment of a conciliation board was made, although talks continued in the interim.

In Hamilton, **Canadian Westinghouse** applied for the services of a conciliation officer after approximately one month of direct talks with the **United Electrical Workers of America**. The U.E. opened the bargaining by presenting the company with a list of some 100 items that they wanted incorporated into the new agreement. A key proposal for the one-year contract was a change in the wage structure to establish parity with Canadian General Electric; this proposal would involve wage increases ranging from 18 cents to 38 cents an hour. In addition, they asked that the 21-cent-an-hour wage differential between men and women be reduced. A further proposed change was that the 40-hour work week be reduced to 37½ hours.

The union has also submitted proposals to improve job security provisions and tighten seniority rights in the light of changing employment conditions in the industry and the company. The size of the bargaining unit at Westinghouse has declined by 800 workers since the last agreement was signed in March 1959, and layoffs of men with as much as 15 years seniority have occurred. The company has attributed these changes in the work force to increased competition from imports and to technological changes within the

industry. In the face of this situation, the union has proposed that the older men who are displaced by younger ones in new jobs be given special training at company expense, consisting of one week's training for every year of service. This would apply where the amount of training an employee would be eligible for would be sufficient to fit him for the new job. As further protection for the employees, the union is seeking to institute provisions for severance pay at the rate of one week's pay for each year of service up to five years, one-and-one-half week's pay for each year between five and ten years and two weeks' for each year in excess of ten years of service. The company indicated that they would make a counter offer to the union, the details of which have not as yet been made public.

## Duration of Negotiations

Approximately two thirds of the 173 major collective agreements that were signed during 1960 took from one to six months of negotiations before settlement was reached; well over half of these settlements were concluded after three months or less of bargaining. Of the negotiations that extended beyond six months, most of the major settlements came after seven to nine months of bargaining; in only eight major agreements did the talks extend beyond 13 months. As negotiations extended over longer periods, the proportion of agreements settled by direct bargaining between the parties diminished while the proportion of those settled after one or more stages of conciliation increased.

Of the major settlements reached during the year, 101 agreements were concluded by direct bargaining between the companies and unions; the remaining 72 required third-party assistance before settlement. Conciliation officers were able to bring parties together in 18 cases. Approximately 27,500 workers were affected by the 30 settlements that were brought about through the efforts of conciliation boards. In 19 cases, affecting more than 28,000 workers, the parties entered upon further direct discussions after the conciliation proceedings and were able to work out a satisfactory compromise settlement.

As in previous years, only a very small proportion of labour-management negotiations in 1960 resulted in work stoppages; practically all of the major collective agreements were settled through the processes of collective bargaining without recourse to strike action. Of the 173 major agreements, each covering 500 or more workers, signed during 1960, less than 3 per cent were concluded while a work stoppage was in progress.

### NEGOTIATIONS PRECEDING SETTLEMENTS REACHED DURING THE YEAR 1960

Collective agreements covering 500 or more workers concluded between January 1, and December 31, 1960 exclusive of agreements in the construction industry.

Stage at Which Settled	Duration of Negotiations in Months											
	3 or less		4-6		7-9		10-12		13 or over		Total	
	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.	Agts.	Empls.
Bargaining.....	53	96,590	33	53,540	12	18,570	3	2,450	.....	.....	101	171,150
Conciliation officer.....	5	5,230	7	22,400	3	1,600	2	3,100	1	1,900	18	34,230
Conciliation board.....	2	1,220	11	10,020	9	8,730	5	5,630	3	1,950	30	27,550
Post-conciliation bargaining.....	.....	.....	2	6,300	8	8,000	5	4,460	4*	9,600	19	28,360
Work stoppage.....	.....	.....	1	1,150	1	1,300	3	3,900	.....	.....	5	6,350
Total.....	60	103,040	54	93,410	33	38,200	18	19,540	8	13,450	173	267,640

\* Includes one instance where 1,800 out of 5,000 employees were on strike.

## Collective Bargaining Scene

Agreements covering 500 or more workers,  
excluding those in the construction industry

### Part I—Agreements Expiring During March, April and May

(except those under negotiation in February)

Company and Location	Union
Abitibi Paper, Iroquois Falls, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC) & others
Abitibi Paper, Sault Ste. Marie, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC) & others
Anglo-Cdn. Paper, Quebec, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Anglo-Nfld. Development, Grand Falls, Nfld. ....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wks. (AFL-CIO/CLC) & others
Bowater's Mersey Paper, Liverpool, N.S. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC) & others
Bowater's Nfld. Paper, Corner Brook, Nfld. ....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wks. (AFL-CIO/CLC) & others
Can. Iron Foundries, Three Rivers, Que. ....	Moulders (AFL-CIO/CLC)
C.N.R., system-wide .....	Locomotive Engineers (Ind.)
C.N.R., Atlantic & Central regions .....	Trainmen (AFL-CIO/CLC)
C.N.R., Prairie & Pacific regions .....	Trainmen (AFL-CIO/CLC) (baggage-men, brakemen, etc.)
C.N.R., Prairie & Pacific regions .....	Trainmen (AFL-CIO/CLC) (conductors)
C.P.R., Atlantic & Central regions .....	Locomotive Firemen & Enginemen (AFL-CIO/ CLC)
C.P.R., Atlantic & Central regions .....	Trainmen (AFL-CIO/CLC)
C.P.R., Prairie & Pacific regions .....	Locomotive Firemen & Enginemen (AFL-CIO/ CLC)
Cdn. International Paper, N.B., Que. & Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC) & Oper. Engi- neers (AFL-CIO)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que. ....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que. ....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que. ....	Pulp & Paper Wks. Federation (CNTU)
Consolidated Paper, Shawinigan, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Dom. Rubber (Footwear Div.), Kitchener, Ont. ....	Rubber Wks. (AFL-CIO/CLC)
Dom. Rubber (Tire Div.), Kitchener, Ont. ....	Rubber Wks. (AFL-CIO/CLC)
Donnacona Paper, Donnacona, Que. ....	Pulp & Paper Wks. Federation (CNTU)
Dunlop Canada, Toronto, Ont. ....	Rubber Wks. (AFL-CIO/CLC)
Dunlop Canada, Whitby, Ont. ....	Rubber Wks. (AFL-CIO/CLC)
E. B. Eddy, Hull, Que. ....	Paper Makers (AFL-CIO/CLC), Pulp & Paper Mill Wks. (AFL-CIO/CLC) & others
Fraser Cos., Edmundston, N.B. ....	Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Goodrich Canada, Kitchener, Ont. ....	Rubber Wks. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Howard Smith Paper, Cornwall, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Hudson Bay Mining, Flin Flon, Man. ....	CLC-chartered local, Machinists (AFL-CIO/ CLC) & others
Kellogg Company, London, Ont. ....	Millers (AFL-CIO/CLC)
Kelvinator of Canada, London, Ont. ....	Auto Wks. (AFL-CIO/CLC)
Kimberley-Clark Paper, Terrace Bay, Ont. ....	I.B.E.W. (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Marathon Corp. of Can., Marathon, Ont. ....	Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Norton Company, Chippawa, Ont. ....	Chemical Wks. (AFL-CIO/CLC)
Ontario Hydro, company-wide .....	Public Service Empl. (CLC)
Ontario Paper, Thorold, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC) & others
Price Bros., Kenogami & Riverbend, Que. ....	Pulp & Paper Wks. Federation (CNTU)
Province of Saskatchewan .....	Sask. Civil Service (CLC) (labour services)
Provincial Paper, Thorold, Ont. ....	Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Que. North Shore Paper, Baie Comeau, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que. ....	Empl. Assoc. (Ind.)
Rubin Bros. & Fashion-Craft, Victoriaville, Que. ....	Clothing Wks. Federation (CNTU)
St. Lawrence Corp., Red Rock, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC) & others



Company and Location	Union
St. Lawrence Corp., Three Rivers, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Sangamo Company, Leaside, Ont. ....	Machinists (AFL-CIO/CLC)
Sask. Power Corp., province-wide ....	Oil Wkrs. (AFL-CIO/CLC)
Shell Oil, Montreal, Que. ....	Empl. Council (Ind.)
Spruce Falls & Kimberley-Clark, Kapuskasing, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others I.U.E. (AFL-CIO/CLC)
Tamper Limited, Lachine, Que. ....	Typographical Union (AFL-CIO/CLC)
Union composing rooms, Toronto, Ont. ....	Fire Fighters (AFL-CIO/CLC)
Vancouver City, B.C. ....	Steelworkers (AFL-CIO/CLC)
Westeel Products, western provinces ....	Empl. Union (Ind.)
White Spot Restaurants, Vancouver, B.C. ....	

## Part II—Negotiations in Progress During February

### Bargaining

Acme, Borden's & other dairies, Toronto, Ont. ....	Teamsters (Ind.)
Anglo-Cdn. Paper, Forestville, Que. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Assoc. des Marchands Détaillants (Produits Alimentaires), Quebec, Que. ....	Commerce Empl. Federation (CNTU)
Association Patronale du Commerce, (Hard- ware) Quebec, Quebec ....	Commerce Empl. Federation (CNTU)
Atomic Energy of Can., Chalk River, Ont. ....	Atomic Energy Allied Council (AFL-CIO/ CLC)
Auto dealers (various), Vancouver, B.C. ....	Machinists (AFL-CIO/CLC)
B.A. Oil, Clarkson, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Beatty Bros., Fergus, Ont. ....	Steelworkers (AFL-CIO/CLC)
C.B.C., company-wide ....	Radio & T.V. Empl. (ARTEC) (Ind.)
Can. Steamship Lines, Ont. & Que. ....	Railway Clerks (AFL-CIO/CLC)
Cdn. General Electric, Montreal & Quebec, Que. ....	I.U.E. (AFL-CIO/CLC)
C.N.R., system-wide ....	Locomotive Firemen & Enginemen (AFL-CIO/ CLC)
C.P.R. system-wide ....	Locomotive Engineers (Ind.)
Cdn. Tube & Steel, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Cdn. Vickers (Engineering Div.), Montreal, Que. ....	Boilermakers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) & others
Canadian Vickers, Montreal, Que. ....	Metal Trades' Federation (CNTU)
C.P.R., company-wide ....	Trainmen (AFL-CIO/CLC) (dining car staff)
C.P.R. Prairie & Pacific regions ....	Trainmen (AFL-CIO/CLC)
Collingwood Shipyards, Collingwood, Ont. ....	CLC-chartered local
Dominion Coal, Sydney, N.S. ....	Mine Wkrs. (Ind.)
Dom. Engineering Works, Lachine, Que. ....	Machinists (AFL-CIO/CLC)
Dryden Paper, Dryden, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
DuPont of Can., Kingston, Ont. ....	Mine Wkrs. (Ind.)
Dupuis Frères, Montreal, Que. ....	Commerce Empl. Federation (CNTU)
Edmonton City, Alta. ....	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta. ....	Public Empl. (CLC) (outside wkrs.)
Employing Printers' Assoc., Montreal, Que. ....	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assoc., Montreal, Que. ....	Printing Pressmen (AFL-CIO/CLC)
Fairey Aviation, Eastern Passage, N.S. ....	Machinists (AFL-CIO/CLC)
Fisheries Assoc., B.C. ....	Native Brotherhood (Ind.) United Fishermen (Ind.) (cannery wkrs.)
Fisheries Assoc., B.C. ....	United Fishermen (Ind.) (tender men)
Food stores (various), Winnipeg, Man. ....	Retail Clerks (AFL-CIO/CLC)
Halifax City, N.S. ....	Public Empl. (CLC) (inside wkrs.)
Hamilton City, Ont. ....	Public Empl. (CLC) (office wkrs.)
Hamilton City, Ont. ....	Public Service Empl. (CLC) (outside wkrs.)
Hamilton General Hospital, Hamilton, Ont. ....	Public Empl. (CLC)
H. J. Heinz, Leamington, Ont. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Lakehead Term. Elevators Assoc., Fort William, Ont. ....	Railway Clerks (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que. ....	Tobacco Wkrs. (AFL-CIO/CLC)
Marine Industries, Sorel, Que. ....	Metal Trades' Federation (CNTU)
Moirs Limited, Halifax, N.S. ....	Teamsters (Ind.) & Bakery Wkrs. (CLC)
Montreal City, Que. ....	Public Service Empl. (CLC) (manual wkrs.)
New Brunswick Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Northern Electric, Belleville, Ont. ....	Empl. Assoc. (Ind.) (plant wkrs.)
Northern Electric, Montreal, Que. ....	Empl. Assoc. (Ind.) (phone installers & plant wkrs.)
Northern Electric, Montreal, Que. ....	Office Empl. Assoc. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S. ....	Mine Wkrs. (Ind.)

Company and Location	Union
Quebec City, Que. ....	Municipal and School Empl. (Ind.) (inside wkrs.)
R.C.A. Victor, Montreal, Que. ....	I.U.E. (AFL-CIO/CLC)
Rock City Tobacco, Quebec, Que. ....	Tobacco Wkrs. (AFL-CIO/CLC)
St. Boniface General Hospital, St. Boniface, Man. ....	Empl. Union of Hospital Inst. (Ind.)
Scarborough Township, Ont. ....	Public Empl. (CLC) (outside wkrs.)
Shipping Federation of Can., Halifax, N.S., Saint John, N.B., Quebec, Montreal, Three Rivers	I.L.A. (CLC)
Toronto General Hospital, Toronto, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
T.C.A., company-wide ....	Air Line Pilots (Ind.)
Vancouver Police Commissioners Bd., B.C. ....	B.C. Peace Officers (CLC)
Winnipeg City, Man. ....	Public Service Empl. (CLC)

#### Cconciliation Officer

Aluminum Co., Ile Maligne, Que. ....	Metal Trades' Federation (CNTU)
Aluminum Co., Kingston, Ont. ....	Steelworkers (AFL-CIO/CLC)
Aluminum Co., Shawinigan, Que. ....	Metal Trades' Federation (CNTU)
B.C. Hotels Assoc., New Westminster, Burnaby, Fraser Valley, B.C. ....	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assoc., Vancouver, B.C. ....	Hotel Empl. (AFL-CIO/CLC) (beverage dis- pensers)
C.B.C., company-wide ....	Broadcast Empl. (AFL-CIO/CLC)
Calgary City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Calgary City, Alta. ....	Public Empl. (CLC) (outside wkrs.)
Cdn. Car & Foundry, Montreal, Que. ....	Railway Carmen (AFL-CIO/CLC)
Cdn. General Electric, Toronto, Peterborough & Guelph, Ont. ....	U.E. (Ind.)
Cdn. Westinghouse, Hamilton, Ont. ....	U.E. (Ind.)
Consolidated Paper, Ste-Anne de Portneuf, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
G. T. Davie & Sons, Lauzon, Que. ....	Metal Trades' Federation (CNTU)
Davie Shipbuilding, Lauzon, Que. ....	Metal Trades' Federation (CNTU)
Dominion Glass, Wallaceburg, Ont. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Rubber (Rubber Div.), St. Jerome, Que. ....	Rubber Wkrs. (AFL-CIO/CLC)
Firestone Tire & Rubber, Hamilton, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Goodyear Tire & Rubber, New Toronto, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Hollinger Mines, Timmins, Ont. ....	Steelworkers (AFL-CIO/CLC)
Hopital Hotel-Dieu, Montreal, Que. ....	Service Empl. Federation (CNTU)
Hospitals (six), Montreal & district, Que. ....	Service Empl. Federation (CNTU)
K.V.P. Company, Espanola, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL- CIO/CLC)
McIntyre Porcupine Mines, Schumaker, Ont. ....	Steelworkers (AFL-CIO/CLC)
Miner Rubber, Granby, Que. ....	Rubber Wkrs. (AFL-CIO/CLC)
St. Lawrence Seaway Authority ....	Railway, Transport and General Wkrs. (CLC)
Saguenay Terminals, Port Alfred, Que. ....	Metal Trades' Federation (CNTU)
Toronto Western Hospital, Toronto, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C. ....	Public Empl. (CLC) (inside wkrs.)

#### Cconciliation Board

Aluminum Co., Arvida, Que. ....	Metal Trades' Federation (CNTU)
Association Patronale des Mfrs. de Chaussures, Quebec, Que. ....	Leather & Shoe Wkrs. Federation (CNTU)
Canada Paper, Windsor Mills, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Cdn. British Aluminum, Baie Comeau, Que. ....	Metal Trades' Federation (CNTU)
Canadian Car, Fort William, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Lithographers Assoc., eastern Canada ....	Lithographers (CLC)
Dom. Oilcloth & Linoleum, Montreal, Que. ....	CNTU-chartered local
Goodyear Cotton, St. Hyacinthe, Que. ....	Textile Federation (CNTU)
Halifax Shipyards (Dosco), Halifax & Dart- mouth, N.S. ....	Marine Wkrs. (CLC)
Hotel Royal York (CPR), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC)
Page-Hersey Tubes, Welland, Ont. ....	U.E. (Ind.)
Rowntree Co., Toronto, Ont. ....	Retail, Wholesale Empl. (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
T.C.A., company-wide ....	Air Line Flight Attendants (CLC)
Vancouver City, B.C. ....	Civic Empl. (Ind.) (outside wkrs.)

#### Post-Cconciliation Bargaining

C.B.C., company-wide ....	Moving Picture Machine Operators (AFL- CIO/CLC)
C.N.R., C.P.R., other railways ....	15 unions (non-operating empl.)

#### Arbitration

(No cases during February)

#### Work Stoppage

(No cases during February)

### Part III—Settlements Reached During February 1961

(A summary of the major terms on the basis of information immediately available. Figures for the number of workers covered are approximate.)

**BABCOCK-WILCOX & GOLDIE McCULLOCH, GALT, ONT.—NATIONAL COUNCIL OF CDN. LABOUR (IND.):** 1-yr. agreement covering 530 empl.—wage increase of 2¢ an hr.; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 15 yrs.).

**CALGARY POWER, CALGARY, ALTA.—EMPL. ASSOC. (IND.):** 2-yr. agreement covering 500 empl.—general wage increase of 3% retroactive to Jan. 1, 1961; further general increase of 3% eff. Jan. 1, 1962.

**CONSOLIDATED PAPER, CAP DE LA MADELEINE & THREE RIVERS, QUE.—PAPER MAKERS (AFL-CIO/CLC), PULP & PAPER MILL WKRS. (AFL-CIO/CLC):** 1-yr. agreement terminating April 30, 1961 and covering 1,200 empl.—increases ranging from 11¢ to 18¢ an hr. retroactive to May 1, 1960 and further increases ranging from 4¢ to 7¢ an hr. retroactive to Nov. 1, 1960; bereavement leave; 1 additional non-scheduled holiday with pay.

**DOSCO FABRICATION DIVS., TRENTON, N.S.—STEELWORKERS (AFL-CIO/CLC):** current agreement covering 700 empl. extended for 1 yr. with the same wage rates and working conditions to apply.

**IMPERIAL TOBACCO & SUBSIDIARIES, ONT. & QUE.—TOBACCO WKRS. (AFL-CIO/CLC):** 1-yr. agreement covering 3,800 empl.—9¢-an-hr. increase retroactive to Oct. 31, 1960; 2 wks. vacation after 1 yr. of service (formerly 2 wks. after 2 yrs.); 3 wks. vacation after 12 yrs. of service (formerly 3 wks. after 15 yrs.); 4 wks. after 25 yrs. (formerly no provision for 4 wks.).

**MARATHON CORP., PORT ARTHUR, ONT.—CARPENTERS (AFL-CIO/CLC):** 2-yr. agreement covering 500 empl.—increase of 7¢ an hr. retroactive to Sept. 1, 1960 and a further 5¢ an hr. eff. Mar. 1, 1961 for day wkrs.; a 2%-increase retroactive to Sept. 1, 1960 and a further 1%-increase eff. Mar. 1, 1961 for piece wkrs.; on Sept. 1, 1961 work week to be reduced to 44 hrs. with 60% pay maintenance; 1 additional paid statutory holiday for a total of 7 per yr.

**NORTHERN INTERIOR LUMBERMEN'S ASSOC., B.C.—WOODWORKERS (AFL-CIO/CLC):** 2-yr. agreement covering 2,500 empl.—4¢-an-hr. increase eff. Feb. 15, 1961, plus an extra 6¢ an hr. for tradesmen & 4¢ an hr. for engineers; 3¢-an-hr. increase eff. Sept. 1, 1961 plus another 3¢ an hr. eff. Mar. 1, 1962.

**OUTBOARD MARINE, PETERBOROUGH, ONT.—STEELWORKERS (AFL-CIO/CLC):** 2-yr. agreement covering 1,100 empl.—immediate increase of 2½% for hourly-paid wkrs. and 1½% for piece wkrs.; an additional 2½%-increase for hourly-paid wkrs. and 1½% for piece wkrs. both eff. Oct. 1, 1961; retroactive pay calculated on the basis of 1.875% of hrs. worked between Oct. 1, 1960 and Feb. 4, 1961; life insurance increased from \$3,500 to \$4,000; weekly sick benefit increased by \$7 to \$49 per wk. for a 26-wk. period.

**PROV. HOSPITALS, WEYBURN, NORTH BATTLEFORD & MOOSE JAW, SASK.—PUBLIC SERVICE EMPL. (CLC) and CLC-CHARTERED LOCAL:** 1-yr. agreement covering 1,650 empl.—3% general wage increase; changes in the shift differential.

**QUEBEC CITY, QUE.—MUNICIPAL & SCHOOL EMPL. (IND.) (OUTSIDE WKRS.):** 2-yr. agreement covering 750 empl.—16¢-an-hr. retroactive to May 1, 1960; work week reduced from 5½ to 5 days.

**QUE. NORTH SHORE PAPER, BAIE COMEAU, FRANKLIN & SHELTER BAY, QUE.—CARPENTERS (AFL-CIO/CLC):** 2-yr. agreement covering 3,800 empl.—settlement terms not immediately available.

**SASK. GOVT. TELEPHONE, PROVINCE-WIDE—COMMUNICATIONS WKRS. (AFL-CIO/CLC):** 2-yr. agreement covering 1,800 empl.—4%-increase for the first yr. plus an additional 3% during the second yr.; 4 wks. vacation after 25 yrs. of service (previously no provision for 4 wks. vacation); increases in shift differentials.

**SHIPBUILDERS (VARIOUS), VANCOUVER & VICTORIA, B.C.—SHIPYARD WKRS. (CLC):** 3-yr. agreement covering 500 empl.—empl. earning \$2.24 an hr. or less will receive 4¢-an-hr. increase eff. Jan. 15, 1961, another 4¢ on Jan. 1, 1962 and a further 4¢ on Jan. 1, 1963; those empl. earning \$2.25 or more will receive an increase of 6¢ an hr. eff. Jan. 1, 1961, 7¢ on Jan. 1, 1962 and a further 7¢ on Jan. 1, 1963.

**SILVERWOOD DAIRIES, TORONTO, ONT.—RETAIL, WHOLESALE EMPL. (AFL-CIO/CLC):** 2-yr. agreement covering 500 empl.—\$2-a-wk. increase retroactive to Jan. 1, 1961 plus an additional \$2 a wk. eff. Jan. 1, 1962; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 12 yrs.); double time to be paid for holidays worked; overtime rates to become eff. after 8 hrs. per day rather than after 40 hrs. per wk. as formerly.

**SINGER MFG., ST. JEAN, QUE.—STEELWORKERS (AFL-CIO/CLC):** 2-yr. agreement covering 550 empl.—during the first yr. of the agreement the work week is to be reduced from 43 hrs. to 42 hrs. with maintenance of take-home pay; in the second yr. empl. are to have an option of either an increase of 4¢ an hr. or a 1 hr. reduction of the work week; 3 days bereavement leave entitlement on the death of close relatives; improved provisions regarding layoff and re-hiring.

**TORONTO TELEGRAM, TORONTO, ONT.—NEWSPAPER GUILD (AFL-CIO/CLC):** 2-yr. agreement covering 600 empl.—a general increase of 5.7% retroactive to Jan. 1, 1961; a further increase of 4.9% eff. Jan. 1, 1962, and an additional 1.6%-increase eff. Jan. 1, 1963; work week to be reduced from 37½ hrs. to 36½ hrs. with the same take-home pay to become eff. Jan. 1, 1962; work week for the night shift to be reduced from 36½ hrs. to 35 hrs. with maintenance of take-home pay also eff. Jan. 1, 1962; 4 wks. vacation after 23 yrs. of continuous service (no previous provision for 4 wks. vacation).

**WINNIPEG CITY, MAN.—FIRE FIGHTERS (AFL-CIO/CLC):** 1-yr. agreement covering 520 empl.—no changes to be made in the agreement until a settlement is reached between the city and the public service empl., at which time fire fighters will receive the same increases as provided for the civic empl.; captain and district chiefs received special adjustments of \$20 per mo. and \$5 per mo. respectively.



## NOTES OF CURRENT INTEREST

### Dr. G. V. Haythorne Named Deputy Minister of Labour

George V. Haythorne, Assistant Deputy Minister of Labour since 1953, has been appointed Deputy Minister of the Department, in succession to Arthur H. Brown, who retired in December (L.G., Jan., p. 12). The appointment was announced by Prime Minister Diefenbaker in the Commons on February 28.

The new Deputy Minister, who was born in Edmonton, Alta., in 1909, is a graduate of the University of Alberta, where he received his B.A. and M.A. degrees. He continued his studies in economics at Harvard University, after which he was awarded a fellowship in the Social Research Department of McGill University and later at the Zimmern School of International Studies in Geneva. While at McGill he began work on his doctoral thesis, later published by the Oxford University Press under the title, *Land and Labour*. He returned to Harvard as a research assistant in the Department of Economics in 1937.

From 1938 to 1942, Dr. Haythorne was Secretary of the Nova Scotia Economic Council. In 1942, he was called to Ottawa

to join the National Selective Service, and became Associate Director of that body in 1943. Later, while on leave of absence from the Department, he again engaged in postgraduate studies at Harvard and received his Ph.D. in Economics in 1949.

He was awarded a Ferguson fellowship in 1947 and a Guggenheim fellowship in 1948, while at Harvard. Only last month Harvard University Press published a second of his studies, *Labor in Canadian Agriculture*\*.

In 1948, Dr. Haythorne was appointed Director of the Economics and Research Branch of the Department of Labour, where he remained until his promotion to Assistant Deputy Minister.

Dr. Haythorne was Chairman of the ILO Committee of Experts on Productivity at Geneva in 1952, and government delegate to the International Labour Conference in 1953. Since 1957 he has three times led the Canadian delegation to the Conference. In 1956 he was appointed Canadian representative on the Governing Body of the ILO in succession to Arthur H. Brown.

### Minister Urges Co-operation On Labour-Management Problems

"There exists a whole range of particular problems coming within the purview of management and labour for solution," Hon. Michael Starr, Minister of Labour, told the Advertising and Sales Club of Montreal last month.

"In the field of productivity, technical change, wages and prices, you have the whole, intricate complex of labour-management relations; and here labour and management have the responsibility of laying aside their mutual differences and concentrating upon those interests which they hold in common, in attempting to work out these problems," he continued.

The Government does not intend to resort to coercion, but believes it has a right to expect that both labour and management will take whatever steps are necessary, the Minister said.

It is in the public interest, and of interest to labour and management, too, that Canadian industry should be competitive, not

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George V. Haythorne

only in world markets but also in the domestic market, "where foreign competition is already absorbing a big segment of the demand for manufactured goods."

It is in the public interest, "and particularly in the interest of labour and management," that in resorting to technological improvements to increase productivity and keep prices down "labour and management shall consult together to see to it that the human element is not neglected," he said.

Mr. Starr suggested it was time we gave co-operation a try, and declared that the Government was ready to assist labour and management in this. "There already exist hundreds of labour-management committees in key industries across the country; my

proposal is that these committees be expanded, that they be given more authority and that they be given the fullest possible support by both labour and management."

Earlier the Minister had listed the measures taken by the Government to stimulate the economy. "The fact remains that unemployment is everybody's business. The ultimate success of the programs we undertake will depend on the degree to which co-operation and action is undertaken by all segments of the nation."

He concluded by thanking the advertising industry for its co-operation in the Department's "Do It Now" campaign to stimulate winter employment.

## Name 25 Members of National Productivity Council

Composition of the National Productivity Council was announced by Prime Minister Diefenbaker on February 28. Five of the 25 members are from organized labour.

Council Chairman will be George De Young, President, Atlas Steels Limited. Other industry members are: N. R. Crump, President, Canadian Pacific Railway Company; E. P. Taylor, President, Argus Corporation; George C. Metcalf, President, Loblaw Companies Limited; and Jean Raymond, President, Alphonse Raymond Company Limited.

Labour members are: Claude Jodoin, President, Canadian Labour Congress; Marcel Pepin, Secretary, National Metal Trades Federation (CNTU); Arthur R. Gibbons, Vice-President in Canada, Brotherhood of Locomotive Firemen and Enginemen; Michael H. Nicols, Canadian Vice-President, International Association of Asbestos Workers; John D. Carroll, Assistant to Canadian Vice-President, International Brotherhood of Boilermakers.

From agriculture and primary industry: H. H. Hannam, President, Canadian Federa-

tion of Agriculture; René Trépanier, former Quebec Deputy Minister of Agriculture; J. R. Brownlee, Chairman, United Grain Growers; H. R. MacMillan, Honorary Chairman, MacMillan and Bloedel and Powell River Company Limited; and W. S. Kirkpatrick, President, Consolidated Mining and Smelting Company.

Public members: Anna Speers, Winnipeg; H. R. Milner, Edmonton; Sidney Buckwold, Mayor of Saskatoon and President, Canadian Federation of Mayors and Municipalities; A. Russell Harrington, General Manager, Nova Scotia Light and Power Company Limited; and J. F. Cauley, Vice-Chairman, Ontario Workmen's Compensation Board.

Government: George V. Haythorne, Deputy Minister of Labour; B. G. Barrow, Assistant Deputy Minister of Trade and Commerce; Dr. John Convey, Director, Mines Branch, Department of Mines and Technical Surveys; and Dr. A. H. Zimmerman, Chairman, Defence Research Board.

The Executive Director of the Council is John Dickinson, economist, Northern Electric Company.

## HOUSE OF COMMONS DEBATES

### A Guide to Items of Labour Interest in Hansard

(page numbers refer to Hansard)

**January 26**—TCA has established a laying off procedure designed to ease as much as possible the effects of the layoff of 104 pilots resulting from the changeover to the new jet services, and management is making every effort to find employment for those laid off, the Minister of Transport says in reply to a question (p. 1434).

**Final figures on housing for 1960** show that housing starts totalled 108,858, of which 76,687 were in centres of population

of 5,000 or more, the Minister of Public Works says in reply to a question (p. 1435). Completions for the year numbered 123,757, and houses under construction at the end of the year totalled 65,773, he said.

**Letting of a contract** for more than \$200,000 to a shipyard in Pictou, N.S., has been approved by Treasury Board, the Minister of Transport says in reply to a question regarding the unemployment situation there (p. 1436).



*The supplementary budget is approved, 164 to 36 (p. 1436).*

**January 30**—*On the subject of checkoff of union dues for federal prevailing rate employees, no correspondence, telegrams or other documents have been exchanged between him and the National Joint Council of the Public Service of Canada since January 1, 1960, the Minister of Finance says in reply to a question (p. 1522).*

*No instructions forbidding his employees to speak French, on pain of losing their jobs, have been issued by a concessionary at the Ottawa Union Station, the Minister of Transport says in reply to a question (p. 1524).*

*Terms and conditions of work for prevailing rate employees are determined on the basis of information provided by the Department of Labour resulting from surveys of current practices in outside employment, the Minister of Finance replies to a question (p. 1567). The answer supplied information also on the role of the Prevailing Rate Advisory Committee, sick leave, and representations by civil service staff associations.*

**January 31**—*Statement on the dispute regarding the handling of luggage at Dorval airport is made, and the reasons for the order in council respecting operations of airport concessions given, by the Minister of Transport in answer to a question (p. 1571).*

**February 1**—*Percentage of the labour force unemployed, based on annual averages, in the years 1946 to 1960 inclusive, given by the Parliamentary Secretary to the Minister of Trade and Commerce in answer to a question regarding the years in that period in which the percentage of the labour force unemployed was higher than it was in 1960 (p. 1616). The figures given showed that it was higher only in 1958, when it was 7.1 per cent, compared with 7.0 per cent in 1960.*

*Estimates of the number unemployed as a percentage of the labour force in the month of June in the years 1936 to 1940 inclusive were also given by the Parliamentary Secretary in reply to another question (p. 1616).*

*Unemployment insurance payments are being financed at present partly through the sale of securities, and losses on these sales during the last six months have totalled \$2,032,744.80, the Minister of Finance says in reply to a question (p. 1619). Payments are not being financed through advances by the Government, he said.*

*The number of air crew required to be on duty in the cockpit of a plane is subject to approval by the Department of Transport, the Minister of that department said in reply to a question. He gave some particulars regarding the air crew complement of TCA's newer types of aircraft (p. 1624).*

*No United States citizen is approved by the National Employment Service for employment on the construction of pipelines in British Columbia to do any job for which a qualified Canadian is available, the Minister of Labour says in answer to a question (p. 1626).*

*National oil policy has been decided on by the Government, the Minister of Trade and Commerce announces. The policy is to achieve target levels of production, which will be set from time to time. The targets are to be reached by increased use of Canadian oil in markets west of the Ottawa Valley and by some expansion of export sales. Refining capacity in Ontario will have to be increased (p. 1641).*

*The numbers of winter works projects in each province that have been accepted by the federal Government during 1959-60 and since the beginning of 1960-61 to January 27, 1961 are listed by the Minister of Labour in answer to a question. The total for all provinces for 1959-60 was 2,602, and for 1960-61 up to January 27 the total was 5,287 (p. 1648).*

**February 2**—*The co-operation of industry and labour are needed to make this country's manufacturing industry competitive in the domestic and in the foreign field, and the federal Government alone cannot solve the problem of unemployment, the Minister of Labour said in reply to a question whether the answer he had made to the memorandum presented by the Canadian Labour Congress that morning indicated a change in government policy (p. 1655).*

*The unions and the railway companies have been asked to reconvene in the hope that they might be able to reach a settlement of their dispute, the Prime Minister says. If the Government decides to appoint a one-man Royal Commission to establish railway wages in the hope of avoiding a national railway strike, the decision will be announced in due course, he says in reply to a question (p. 1656).*

*Payment of unemployment insurance benefits for the fifth week when arrangements are made between management and labour to share the work on the basis of four weeks on and the fifth week off, in order to prevent layoffs, are being made*



under the present Act, the Minister of Labour says in reply to a question whether the Government would consider amending the Act to allow this (p. 1657).

*In appointing census takers*, the Government bears in mind factors intended to make sure that the best and most capable persons are appointed, the Minister of Trade and Commerce says in answer to a question whether the Government would give preference to the unemployed in making the appointments (p. 1659).

*Publication of steel furnace capacity statistics* has not been discontinued, the Minister of Trade and Commerce says in reply to a question based on a protest by the Canadian Director of the United Steelworkers over the discontinuance. What has been done, the Minister explains, is that the Dominion Bureau of Statistics has altered its weekly release on ingot production, which no longer expresses weekly production as a percentage of rated capacity. "The use of an index based on average weekly output over a representative two-year period appears to provide a much firmer basis of comparison from week to week." (p. 1661).

*Debate begins on resolution* preceding introduction of amendment to the Customs Tariff to define "class or kind" made or produced in Canada (p. 1661). The House adjourns without question put (p. 1698).

**February 3**—*Debate continues on resolution* preceding introduction of amendment to the Customs Tariff (p. 1710). The debate is adjourned without question put (p. 1741).

*Second reading of Bill C-12*, to provide for pay for statutory holidays and for work performed on such holidays, moved and debated without question put (p. 1741).

**February 6**—*National Housing Act* lending in January was higher than in the same month for any other year in the history of the NHA, the Minister of Public Works states (p. 1753). Loans were requested during the month for 3,515 dwelling units, compared with 157 in January 1960, and a previous high record of 3,192 in January 1958.

*Motion* that the Government should consider the advisability of amending the Unemployment Insurance Act to make available to his widow any benefits to which a Canadian worker would have been entitled is proposed by Gabriel Roberge (Megantic) (p. 1754). He said: "Evidently, the present terms of the Act will continue to apply." Benefits payable under the circumstances that would apply would cause no extra

drain on the Fund, "since only a small percentage of the people of this country would be entitled to them." After long debate, the motion is agreed to on division (p. 1775).

*Motion* that the Government should consider the advisability of extending old age assistance to unmarried women and widows of 60 years of age is proposed by Hubert Badanai (Fort William) (p. 1775), and after lengthy debate the House adjourned without question put (p. 1791).

**February 7**—*No information* regarding alleged intimidation or beatings in recent years relating to the activities of Hal Banks and the SIU is under study by his department, the Minister of Labour says in reply to a question (p. 1798).

*Advertisements in British newspapers* seeking radio and television technicians for employment in Canada were placed without the previous knowledge or approval of her Department, the Minister of Citizenship and Immigration says in reply to a question (p. 1800). Employers who follow this practice have no assurance that candidates recruited directly by them without clearance with the NES will be allowed to come to Canada.

*Debate continues on resolution* preceding introduction of amendments to the Pension Act to provide increases to disabled veterans and their dependents (p. 1801).

*Number of men temporarily laid off* by the CNR as a result of a break in service because of recent floods in B.C. was 217. At January 31 all had been re-employed, the Minister of Transport says in reply to a question (p. 1839).

**February 8**—*Number of unemployed* as a percentage of the civilian labour force for June each year, 1931 to 1935 inclusive, was: 1931—11.6 per cent; 1932—17.6 per cent; 1933—19.3 per cent; 1934—14.5 per cent; 1935—14.2 per cent, the Parliamentary Secretary to the Minister of Trade and Commerce says in reply to a question (p. 1841).

*Number of persons whose unemployment benefit entitlements* were cancelled as a result of cancellation of contributions found to have been not bona fide, from July 1, 1957 to December 31, 1960, given by the Parliamentary Secretary to the Minister of Labour in answer to a question (p. 1843).

*Payments* to provincial governments for unemployment assistance in respect of fiscal 1959-60 was \$36,579,658, G. E. Halpenny, Minister without Portfolio, replies to a question. The separate amounts paid to each

province are also listed. The numbers of persons assisted, by provinces, in June 1960, the latest month for which complete figures are available, are also given by the Minister, the total for all provinces being 339,918 (p. 1843).

*Estimated employment on winter works* projects as of February 7 totalled 95,245, it was indicated by figures supplied by municipalities, the Parliamentary Secretary to the Minister of Labour replies to a question (p. 1845).

*Total number of vacancies notified* through all NES offices for the years 1953-60, by year, and total number of placements by the NES for the same years, given by the Parliamentary Secretary to the Minister of Labour to a questioner (p. 1846).

*Canadian Car plant in Fort William* has been kept running for the last two years "because of the pressure we have put on," the Minister of Defence Production says in replying to a question asking whether he had recently had discussions with representatives of the workers at the plant regarding possible defence contracts. His Department was trying, with the consent of management, to obtain defence production sharing work (p. 1853).

*Preliminaries to engineering study* of feasibility of Chignecto Canal are now under way, the Minister of Public Works tells a questioner (p. 1854).

*Debate continues on resolution* preceding introduction of amendments to the Pension Act (p. 1855). The House adjourns without question put (p. 1873).

**February 9**—*Reports that welfare officers* are threatening with deportation immigrants who apply for welfare benefits are entirely untrue, the Minister of Citizenship and Immigration says in reply to a question (p. 1876).

*There is no new interpretation* of unemployment insurance regulations with regard to the contract of service, the difference now being that the regulations are being enforced, the Minister of Labour replies to a question (p. 1878). He was not aware that the enforcement of these regulations was detrimental to the winter works campaign, he replies to a further question.

*Study of the Clark report* dealing with the United States pension system is continuing, the Minister of National Health and Welfare says in reply to a question (p. 1880).

*Bill C-67, to amend the Pension Act*, introduced and given first reading (p. 1899) after debate on the resolution preceding introduction is resumed (p. 1881).

*Significant developments in immigration* during 1960 are reviewed by the Minister of Citizenship and Immigration when introducing estimates for her department (p. 1899). Canada continues to be in a position to encourage and stimulate suitable increases in immigration "when economic and other circumstances justify," she reports (p. 1900).

**February 10**—*No decision* to order a series of on-the-spot inspections of unemployment conditions in the hard hit areas of Canada, similar to those being made in the United States, has been made by the Government, the Minister of Labour tells a questioner (p. 1925).

*Bill C-67, to amend the Pension Act*, given second reading and referred to the standing committee on veterans affairs (p. 1934).

**February 13**—"This Government does not wish to interfere with the affairs of management and labour in their respective spheres. We feel the initiative should lie with them alone," the Minister of Labour replies when asked whether he was prepared to call a conference of industry and labour in order that he might put before it his views on the steps the parties might take to increase productivity and to bring down costs so that Canadian goods might be able to compete in foreign and domestic markets. The question was based on the Minister's reply to the CLC's memorandum (p. 1970).

*Private member moves resolution* preceding introduction of an amendment to the Income Tax Act to provide for exemption from tax of sums paid for tuition fees in universities and other educational institutions, as well as the cost of textbooks and scientific equipment used in education (p. 1982). The hour for private members' bills ends before the question is put (p. 1991).

*An indentured apprentice*, if unemployed and eligible for unemployment insurance benefits before entering his regular training period in a training centre, may continue to draw these benefits, the Minister of Labour says in reply to a question. Matter of allowing apprentices to draw the benefits during their training period in technical institutes is being considered by the Unemployment Insurance Commission (p. 2010).

**February 14**—*Construction* of 20 pilot models of the Bobcat armoured tracked carrier will be confined to the Montreal plant of Canadian Car Company, the Minister of Defence Production says in reply to a question after his announcement of the placing of an order for the pilot models (p. 2011). The questioner wanted to know if the Company's Fort William plant would be doing any of the work.

*Postponement of a 100-unit low rental housing project in Saskatoon did not result from a change in federal Government policy, which has not changed since legislation was passed last November, the Minister of Public Works tells a questioner (p. 2018).*

*Second reading of Bill C-15, to amend the Canada Elections Act to reduce the voting age to 18 years, moved by Frank Howard (Skeena) (p. 2033). Debate continues until the hour for consideration of private bills expires (p. 2041).*

**February 15—Profit and losses on sales of securities by the Unemployment Insurance Fund between October 1, 1958 and January 31, 1961, by quarters, given by the Minister of Finance in reply to a question. The reply gives also details of government advances to the Fund, repayments by the Fund, rate of interest paid on advances, and rates of interest earned (p. 2062).**

*Persons admitted to Canada from the United States since January 1960 for temporary employment in the construction of pipelines in British Columbia total 17, the Minister of Citizenship and Immigration tells a questioner. Before such persons are admitted, and when it is considered that the employment of a permanent resident may be adversely affected, the NES is consulted to ensure that the services of local residents with the required qualifications are not available, the Minister says (p. 2064).*

*Contributions by fishermen to the Unemployment Insurance Fund in each fiscal year since 1957-58, when they first became covered, ranged from \$359,204.82 in the first year to \$472,281.94 in the period April to December 31, 1960. The Parliamentary Secretary to the Minister of Labour lists the amounts in reply to a question (p. 2066).*

*Motion for adjournment to discuss a matter of urgent public importance—unemployment—is not accepted by the Speaker (p. 2067).*

*Request for calling of Labour estimates in order to provide immediate opportunity to discuss unemployment situation is rejected by the Prime Minister, who says the Department of Labour estimates will be among those called on Monday (February 20) (p. 2069).*

*Under the Municipal Winter Works Program, the suggestion that 200,000 persons might be employed on- and off-site has been about fulfilled, the Minister of Labour says in reply to a question (p. 2070).*

*The Government has no authority to require General Motors of Canada to say whether or not it is preparing to move its*

*motor plant out of Windsor, the Prime Minister says in reply to a question prompted by a telegram sent by George Burt, Canadian Director of the UAW, but he thought "any fears of early action in that regard are not well founded." (p. 2071).*

*If Canadian Car Co. is the successful tenderer for a contract to produce the Bobcat vehicle, production could take place at Fort William, but, the Prime Minister says, it is extremely doubtful whether the company could compete if it manufactured the Bobcat vehicle in Fort William (p. 2074).*

*Further debate on resolution preceding introduction of amendment to the Customs Tariff (p. 2081).*

**February 16—No consultation on a portable pension plan has been held between representatives of the Ontario and the federal Governments, the Minister of National Health and Welfare says in reply to a question (p. 2099).**

**February 17—Legislation to compel disclosure of certain details of the operations of foreign-controlled corporations and trade unions carrying on activities in Canada is introduced by the Minister of Justice, and Bill C-70 read the first time (p. 2147).**

*Employment and economic policy debated on supply motion (p. 2197), and the Leader of the Opposition moves a vote of non-confidence (p. 2207). The House adjourns without question put.*

**February 21—Debate resumes on non-confidence motion (p. 2249). Amendment to the amendment moved by Frank Howard (Skeena) (p. 2253); it is defeated 147-41, and the amendment, too, is defeated by 147-41 (p. 2276).**

*Request for action on closing of Nova Scotia coal mines made by H. J. Robichaud (Gloucester) (p. 2277).*

*First item of the estimates of the Department of Labour is introduced (p. 2288).*

*Average number of non-operating employees of the CNR was 75,114 in 1950 and 67,671 during the period January to November 1960, the Minister of Transport tells a questioner. The averages for other years listed in answer to another question as follows: year 1939, 51,146; year 1942, 60,604 (p. 2290).*

**February 22—Balance in the Unemployment Insurance Fund on January 31 was \$283,742,150.10, in comparison with the following amounts on January 31 in each of the four previous years, as follows: 1960—\$445,885,387.32; 1959 — \$586,990,920.89; 1958 — \$838,917,440.79; 1957 — \$916,429,487.77 (p. 2294).**



# Commonwealth Technical Training Week

Governor-General proclaims week of May 29-June 4 as "Commonwealth Technical Training Week in Canada." Two-day meeting in Ottawa of representatives of governments and national organizations adopts resolution urging full support

The week of May 29 to June 4 this year will be observed as Commonwealth Technical Training Week in Canada. This week was proclaimed early in February by His Excellency the Governor-General (see box, page 220).

Observance of a special week to focus attention on technical training was first suggested by the Duke of Edinburgh, who proposed that such a week be observed throughout the Commonwealth this year. Several other Commonwealth countries are planning to observe the Week at the same time as Canada, and it is likely that all the members of the Commonwealth will participate. So far, eight out of eleven dominions have adopted the idea.

A few days after the Governor-General issued his proclamation, a meeting of representatives of the federal Government, the provincial governments, and a number of national organizations, held in Ottawa, passed a resolution asking the provincial governments across Canada to give their full support to the observance of the Commonwealth Technical Training Week in Canada. Approached by Prime Minister Diefenbaker before the meeting was called, all provincial premiers had expressed enthusiastic agreement with the proposal that Canada participate in the observance.

The meeting was addressed by Hon. Michael Starr, Minister of Labour; George V. Haythorne, Assistant Deputy Minister of Labour; C. R. Ford, Director of the Vocational Training Branch of the Department of Labour; and George Blackburn, Director of the Information Branch of the Department.

More than 60 delegates were present at the meeting. All the provincial governments were represented, as also were the Yukon Territory and the Northwest Territories. Delegates attended from 17 national organizations, representing education, management, labour, agriculture, municipal government, and other groups. Seven federal departments and agencies were also represented.

A second meeting was held the next day between provincial Deputy Ministers of Education and Directors of vocational and technical education, and officials of the federal Vocational Training Branch, Department of Labour, to discuss details of the federal-provincial agreements under the new Technical and Vocational Training Act.

All local offices of the Unemployment Insurance Commission have been instructed to co-operate fully and take an active part in programs in connection with the Commonwealth Technical Training Week.

## Minister of Labour

Mr. Starr occupied the chair during the early part of the meeting, and spoke of the need for the development of a larger supply of skilled manpower through technical and vocational training. He outlined the steps that had so far been taken to organize the observance of the Week in Canada.

The "enthusiastic" agreement of all provincial premiers, "coupled with the readiness with which the various national organizations responded to our invitation to attend this meeting, is a good indication that the Week will be a success," Mr. Starr said.

As Minister of Labour, he was particularly pleased, he went on, that the observance of this week came at a time when in Canada a vigorous program of expansion in vocational training was being embarked upon.

"With the assistance available under the new Technical and Vocational Training Act and stepped-up activities by the provinces, we can look forward to a 50-per-cent increase in technical and vocational training facilities over the next few years," he said.

He hoped that these facilities would provide for greatly expanded programs of technical training as part of the total educational program of secondary schools, he continued. This would help to answer the "drop-out" problem, and would make possible the training of the kind needed today by persons who had already left school.

In both kinds of training, close co-ordination between industrial and educational bodies was essential. To achieve this co-ordination, a new look was needed at the part played by management and union organizations, government agencies, national and local educational bodies and by others interested in improving the technical qualifications of our people, Mr. Starr said.

At the meeting the next day to discuss the new agreements, the Minister pointed out that the new legislation was designed to meet conditions that had been developing in Canada in recent years.



## Government House Ottawa

Now, as perhaps never before, Canada's future progress, prosperity and security are dependent on the educational level, the technical knowledge and skills of our people.

The use of advanced technology is removing back-breaking drudgery from more and more areas of work, and at the same time raising the efficiency of production. This trend gives a new importance to the highly trained worker. Unskilled and semi-skilled employment is being reduced and has now reached a point where it represents only thirty per cent of all employment in Canada.

To those already in the labour force it means, in many instances, upgrading their skills or retraining to prepare for changing employment opportunities.

To the youth of Canada it means that they not only must remain at school longer, but more of them must seek out apprenticeship, the trade school, the vocational school, and the technical institute.

To Canadian employers it means training opportunities must be greatly expanded.

And to all those who have the responsibility of organizing formal education and training, it means methods and facilities must be constantly reviewed and improved.

It is to focus attention on these matters that H.R.H. the Duke of Edinburgh has suggested the observance of a Technical Training Week throughout the Commonwealth this year.

Accordingly I am happy to proclaim the week of May 29 to June 4, 1961, for this purpose and to declare it be known as "Commonwealth Technical Training Week in Canada". I hope Canadians in all walks of life will take an active interest in and will give their full support to the important objectives of this week.

February, 1961

(Sgd.) GEORGES P. VANIER

Canada had never provided enough training to meet its demands for skilled manpower, but had always relied to a large extent on skilled and technical workers from other countries, he said. In many occupations we have relied too heavily on workers' picking up their skills and technical knowledge on the job by informal means.

"We are now in a period when we can no longer afford the luxuries of indifferent preparation and use of our manpower resources," he said.

Mr. Starr told the meeting, "We are in competition with nations of the world where the development of human resources is

planned on a broad scale. In these countries the development of manpower potential is given a high priority and technical and vocational training is a continuing process from school through years of employment."

Other reasons mentioned by the Minister for additional attention to technical and vocational training were:

—The number of young people 15 to 19 years of age has increased by a quarter of a million in the past 10 years, will increase by half a million in the next five, and during the last half of the sixties will grow at an even greater rate.

—The demand for highly skilled and trained technical workers is increasing much more rapidly than employment, and occupations requiring a high level of technical knowledge are being pushed rapidly to the fore.

—It is increasingly necessary for a worker to have an understanding of the knowledge basic to his job, and this can be acquired only through organized training programs.

—We cannot expect to benefit from immigration of skilled and technical workers as we have in the past. Industrial technology is increasing in the countries from which most of these people come and the need for them at home is as great as ours.

“Canadian youth must have the opportunity to prepare for the positions that are available at present in Canadian industry and that will be developing in the future,” the Minister declared.

There were two kinds of training jobs to be done:

1. “We must provide appropriate training for those who are still in school to help them make a better transition from school to work.

2. “We must also provide training for those who have left school, both the employed and the unemployed, so that they may be upgraded to meet changing requirements.”

For both, development of a closer working relationship with industry is necessary. The development of such arrangements is one of the objectives of the Technical and Vocational Training Assistance Act, he said. He then outlined the major points of the new Act (see box, page 222).

Mr. Starr emphasized that additional federal assistance has not been provided to relieve or reduce the provincial governments' responsibility, but was designed “to encourage and make possible the development of those programs which are required for the training of Canada's labour force.”

### George V. Haythorne

One of the main values of the Commonwealth Technical Training Week was that it provided an opportunity to emphasize the need for developing the technical training that is vital to Canada, said George V. Haythorne, Assistant Deputy Minister of Labour, who outlined the broad aims of the Week so that the meeting would be better able to discuss the provincial and local programs that might be developed.

This emphasis should not stop with the Week, but should rather be part of “an on-going program of technical and vocational training,” Mr. Haythorne said.

Among the groups to which the activities of the Week should be directed were, first of all, parents and students. In the past we had been inclined to think that career opportunities were limited in technical jobs, he said, but with proper educational and technical training, workers today could look forward to more opportunities in them.

Parents should know that technical occupations today differed markedly from the blue-collar occupations of the past in the quality of training and the mental effort needed in preparing for them.

Youth should recognize the need for taking fuller advantage of opportunities for education suited to rapidly changing employment opportunities, and education that would serve as a basis for more advanced training in schools or in industry. Education was needed also to enable them to become better informed citizens in a more highly technological age, and to be better able to profit by the increased leisure that was to be expected in the future. The latter was especially important when more jobs are becoming routine.

The Week's activities should be directed secondly to industry, both to management and to labour. More apprenticeship and in-plant training was needed in all industries. A recent survey by the Department of Labour had shown that fewer than a third of the firms in a number of leading industries had apprenticeship training. Where training was available, the number of trainees was usually small. And fewer than a sixth of the firms surveyed were giving technician training.

A closer liaison between industry and education was also needed, Mr. Haythorne said. This was important so that not only those at school, but also those at work but liable to layoff, and those actually unemployed, might be given training that would be beneficial to them and to industry.

The third group to which the activities of the training week should be directed were the educational authorities themselves, who help to mould educational programs and policies, the speaker said.

“The current upsurge in population of the training age 15-19 has only reached the half-way mark. This underlines the need for much greater and improved facilities,” Mr. Haythorne pointed out.

Facilities have been increasing, but 80 per cent of the students are being offered the professions as a goal and yet only 10 per cent of all students are at present going on to university, and even if the numbers were doubled or tripled the overwhelming majority would still be left without any special help in the transition from school



## Major Points of Technical and Vocational Training Assistance Act

1. Provision is made for a federal contribution of 75 per cent of provincial government capital expenditures for technical and vocational training facilities up until March 31, 1963 and 50 per cent thereafter, without the limit of a quota allotment.

2. Provision is made for contributing 75 per cent of the costs of training unemployed when a minimum number of training days is given in each fiscal year.

3. The federal Government will contribute 50 per cent of the costs of training all other persons who have left the regular secondary schools, without the limit of a quota allotment. This includes training of the disabled, supervisors and other workers in industry and trade and occupational training of all kinds whether in manufacturing, agriculture, fishing, forestry or any other primary or secondary industry.

4. Provision for a federal contribution of 50 per cent of the costs of training technical and vocational teachers, supervisors and administrators who are so essential to the developing programs.

5. For the operational costs of the programs at secondary school level, a quota allotment is again provided in much the same manner as under the Vocational and Technical Training Agreement No. 2.

6. Student Aid will be continued in the same manner as was provided in the previous agreement.

7. Both the preparation and servicing of vocational correspondence courses will be a shareable cost, under any of the programs.

The Vocational Training Advisory Council is to be continued with two additional members. In addition, provision is made for the continued development of standards and research.

to work. Some lack the interests or capacity for further education, at least of the type being offered the 80 per cent. "But surely it is here that an enlarged and improved technical and vocational training program can make an extremely important contribution to Canada," Mr. Haythorne suggested.

Has our educational system failed because it is unable to appeal to the 60 or 70 per cent of the students who were not going to university, and who were capable of profiting by higher education? He suggested that to help those who enter Grade 9 with high hopes only to fail in the next year or two was a challenge to us all.

There was a fourth group to which an appeal must be made, and this was the public at large, Mr. Haythorne said. The appeal to this group should stress the relation of education to employment, he believed. A survey of the unemployed, made last winter, demonstrated the importance of this relation. The survey found that among those who had not completed primary school education the rate of unemployment was 20 per cent; among those who had finished primary school, 10 per cent; and among those who had completed secondary school, only 3 per cent.

In manufacturing, unskilled jobs were declining, and even in clerical work the demand in semi-skilled occupations was beginning to slacken. On the other hand, the number of openings for highly skilled specialists were increasing.

Basic school work was the foundation of technical and vocational training, and there was no suggestion that the latter forms of education should replace it or be introduced too early, Mr. Haythorne remarked. But the public must realize that technical

and vocational schools were essential in their proper place. It is becoming clear that a country's standard of living cannot be maintained, let alone improved, unless as many people as possible possess adequate education and marketable skills, he said.

### C. R. Ford

Since this Technical Training Week is concerned with people, programs arranged in connection with it must reach out to them in their home communities, C. R. Ford, Director of the Vocational Training Branch of the Department of Labour, told the meeting.

The function of the federal Government in connection with the Week would be to co-ordinate the program arranged at lower levels, to make available the services of the Department and the assistance of its officials, and to carry out a national publicity campaign. It might also provide speakers and speakers' kits.

The provincial governments would assist in organizing local community programs and discussions between industry and local officials; and would enlist the co-operation of the school system and municipal organizations. It might also provide publicity.

The national organizations, which are interested in people and their problems, could encourage their local organizations to participate, Mr. Ford suggested.

Local programs and activities could be arranged by municipalities, schools, parishes and other local bodies.

The speaker suggested that the kind of activities that could be carried on might include programs arranged by service clubs,

boards of trade and other local organizations. Examples he mentioned included exhibits at schools, exhibits of new devices to aid training and of new tools, speeches, discussions, and study groups. Awards and scholarships might be announced during the Week, he said.

Young people should be encouraged to take an active part in this week, through student field trips that might take the form of tours of industries for students from schools and technical schools. Poster and essay contests, special conferences and meetings by trade union organizations might be arranged during the Week.

The purpose of the Week, Mr. Ford said, was to create a climate for a realistic appreciation of the importance of technical training, and to provide information about what is happening in Canada in connection with such training, and the opportunities that exist for trained people.

The promotion of an awareness of the need for technical training and the provision of information about such training should continue after the Week ends, Mr. Ford proposed.

### George Blackburn

George Blackburn, Director, Information Branch, Department of Labour, outlined the steps taken so far by his Branch in connection with the Commonwealth Technical Training Week.

A pamphlet on the Week and its objectives was well advanced, and another pamphlet for school children, emphasizing the need for staying at school and getting all the training possible, was planned, he said.

He then offered several suggestions to the meeting.

### Resolution

After the principal speakers had addressed the meeting, there was a period for discussion. Each of the delegates reported on the steps taken, or proposed to be taken, by the organization he represented in connection with the observance of the Week.

All the delegates declared the readiness of their organizations to give all the support they could to the observance.

Toward the end of the meeting, F. E. MacDiarmid, Deputy Minister of Education for New Brunswick, presented the report of the committee appointed earlier in the meeting to make recommendations regarding the organization of the Technical Training Week campaign.

The committee recommended that the meeting adopt the following resolution:

Whereas the Conference on Commonwealth Technical Training Week in Canada, meeting in Ottawa under the chairmanship of Hon. M. Starr, Minister of Labour, on Feb. 7, 1961 has been made aware of the great responsibility for co-operation which rests on industry, education, labour and other agencies of the national economy in making a concentrated effort to develop and promote all means of creating a trained manpower force to cope adequately with present and future needs, therefore:

Be it resolved that this Conference go on record as requesting the full support of provincial governments across Canada, as well as the Yukon Territory and the Northwest Territories, in promoting by whatever means possible the observance of Commonwealth Training Week in Canada under the sponsorship of His Royal Highness The Duke of Edinburgh.

This resolution was passed unanimously.

## Central Labour Bodies Submit Annual Memoranda to Cabinet

Canadian Labour Congress, Confederation of National Trade Unions, and National Legislative Committee of International Railway Brotherhoods make legislative and administrative recommendations. Government replies with lengthy statement

Canada's three central labour organizations presented their annual memoranda of legislative and administrative recommendations to the federal Cabinet early last month.

An unusually large delegation from the Canadian Labour Congress—it numbered almost six hundred—accompanied Congress officers at the February 2 presentation. And almost the entire Cabinet was present for the CLC submission.

The Confederation of National Trade Unions presented its brief on the same day

as the CLC; the National Legislative Committee of the International Railway Brotherhoods, the next day.

Another departure from the usual procedure this year was the presentation, to the CLC and the CNTU, of a prepared reply by the Government. Delivery of the reply was entrusted to the Minister of Labour, who spoke almost as long as it took the labour spokesmen to read their memoranda.

Another new feature this year was the canvass of Members of Parliament that the

CLC conducted during the afternoon after making its submission in the morning. The canvassers attempted to obtain from the M.P.s answers to questions drafted by the Congress. The results are being tabulated.

The CLC and the CNTU gave most emphasis in their briefs to unemployment. The Railway Brotherhoods expressed concern

about unemployment among railwaymen caused by automation, but devoted the largest part of its submission to the question of compensation for railway employees who lose their jobs through abandonment of branch lines, closing of stations, and removal of divisional points and terminals.

## CANADIAN LABOUR CONGRESS

There is a long-run trend toward rising unemployment in Canada because the economy is "just not growing fast enough to provide jobs for all the people who are looking for them," the Canadian Labour Congress said in its annual memorandum to the federal Cabinet, presented on February 2.

"In each recession, unemployment is worse than the one before; after each recovery, it settles down at a higher level than in the one before."

The "really alarming" thing about present unemployment, the brief declared, is that "most of it is neither seasonal nor recessional unemployment."

To deal with this situation it is necessary to take steps to stimulate the country's economic growth, "to get the economy moving again," the Congress contended.

The memorandum was presented by a large delegation led by Claude Jodoin, President of the Congress, to Prime Minister Diefenbaker and 19 members of the Cabinet. The CLC delegation numbered almost 600.

The Prime Minister spoke briefly, after Mr. Jodoin's reading of the brief was completed. The greater part of the Government's reply was given by Hon. Michael Starr, Minister of Labour.

### The CLC Brief

Most emphasis in the 10,000-word document was placed on unemployment, but the brief dealt also at some length with social legislation, the railway wage dispute, taxation, and international affairs.

The CLC said that it saw no possibility of securing and maintaining the necessary rate of industrial growth "except by a massive expansion in the public sector of the economy, without reduction in the private sector."

"We believe this involves temporary deficit financing. We are convinced that, with the present massive underemployment of both plant and manpower, this does not involve any danger of inflation" the Congress said.

The brief quoted a statement by F. T. Denton of the research staff of the Senate Committee on Manpower and Employment that in order to get unemployment down to 3 per cent of the labour force and keep it there, it would be necessary to find about a million extra jobs in the course of the next five years. This was equivalent to between 18 and 20 per cent more non-farm jobs than we have now. But during the last five years the increase in the number of non-farm jobs had been only about 16 per cent, the CLC pointed out.

The CLC believed in the need for a vigorous attack on seasonal unemployment, depressed areas and industries, and training and re-training, and had already made proposals on all those problems. But it was convinced that such an attack would not be fully successful "unless 'we get the economy moving again,' so that there will be enough jobs to go round."

The Congress welcomed the measures already taken toward this end, and the further measures proposed in the Speech from the Throne. But it urged the Government "to go farther and faster in the same direction, and not to be frightened off by the direful warnings of people who are fighting the old war against inflation instead of the new war against unemployment."

Prompt action was urged to get people back to work by reducing taxes on small incomes and by raising old age pensions and family allowances.

The CLC urged the passing of a Full Employment Act that would provide a clear-cut recognition by Parliament of the importance of full employment as a national policy, and would lay upon the Government the obligation to implement this policy. Regular reports by a Council of Economic Advisers was one of the provisions recommended for inclusion in the Act.

The centralization of the administration of employment and welfare matters that come under federal jurisdiction by placing these matters under the Department of Labour, was an administrative change recommended in the brief.



The Department of Labour "should take over the recruitment and placement functions of [the Department of] Citizenship and Immigration and place them under the National Employment Service.

"The Service itself should be strengthened . . . by mandatory registration of job vacancies, better staffing, research, job training and retraining programs, etc.—to make it a more effective instrument in building up employment.

"By handling unemployment assistance payments, the Department would be in much closer touch with the provinces and be directly aware of the volume of unemployment for which assistance is being paid."

(Later, in discussing immigration, the CLC said the Immigration Department's placement function was "frequently in conflict with the work done by the National Employment Service, and we think that the latter is the better qualified body by its very nature to handle the placement of immigrants.")

The brief emphasized "the importance of restoring the prosperity of the agricultural sector of our economy." The farmers, despite urbanization and industrialization, were still important both as producers and as consumers, and were entitled to a reasonable degree of economic security.

#### **Export Trade and Secondary Industries**

The CLC expressed satisfaction at the increase in exports in 1960 compared with 1959 and commended the steps taken by the Government to provide export credits. It also welcomed the reduction in the premium on the Canadian dollar.

It was waiting, however, to see whether the recent measures taken by the Government would abolish the premium and maintain the dollar roughly at par.

"We would have felt more confident that the external value of our dollar could be kept down had the Bank of Canada undertaken to reduce our interest rates and thus remove any incentive on the part of provinces, municipalities and business corporations to borrow in the United States."

Import competition continues to have serious effects on certain of our secondary industries, the CLC said. It thought, however, that tariff increases would not provide any real solution to the problem. It repeated a suggestion it had made before that the rationalization of "those industries which consist of small and inefficient production units" deserved careful study.

The Congress suggested study also, in the case of some secondary industries, of the possibility of arranging with their counterparts, in the United States or elsewhere,

the assigning of production of certain products "on an open-market basis between the two countries." The brief cited the arrangement between Canadian and American agricultural implement industries.

"The swift development of the European Common Market and the European Free Trade Area only increases the need for prompt study along these lines," the CLC warned.

#### **Social Security**

The CLC again stressed the need for a comprehensive and well-integrated system of social security. There are still important gaps in social security, it declared in its memorandum.

Repeating what it had said in its 1960 brief, the Congress said, "We conceive of social security as embracing adequate standards of education, housing, health and other living conditions as well as protection against those more generally accepted contingencies such as loss of income due to illness, maternity, invalidity, death of the breadwinner, etc.

"Obviously, there is much still to be done before Canadians will enjoy a sense of security during their productive years and otherwise."

Regarding the recent appointment of a Royal Commission on Health Insurance, the brief suggested that it was rather late in the day for such a commission, and that it would not bring to light anything that was not already known on the subject.

The Congress reiterated its objection to the means test in connection with old age security payments for those between the ages of 65 and 69 years, and it considered \$55 a month "thoroughly inadequate" for those who had no other income. Old age security benefit should be paid at age 65 instead of age 70 years, it said.

The brief urged on the Government the need for "a system of old age security in which income of the beneficiary will bear some relationship to his income before retirement." Private pension plans did not satisfactorily fulfil this function.

But perhaps the most important of all was the question of portability. "With rapidly changing technology of today, this is a matter that demands urgent consideration," the CLC said.

The Unemployment Insurance Act is becoming less able to fulfil its legitimate function because of "the unjustifiable burdens which have been placed upon it." The low ebb at which the Unemployment Insurance Fund now stands was partly due to severe unemployment, the CLC acknowledged, but it was also due to the fact

that payments had been made from the Fund that should have been paid from other sources. Referring to seasonal benefits and fishermen's benefits, the Congress said that the insured population should not be called upon to bear almost by itself the cost of these payments.

### **Railway Operation Continuation Act**

Enactment of the Railway Operation-Continuation Act was "a retrograde step in many respects," the CLC declared. Although ostensibly deferring strike action, the Act gave the railways the advantage of time, and "gave the railway workers no assurance that next May would improve their position either with regard to the right to strike or to an increase in wages to which they are justly entitled."

The present policy obliges the railway workers to subsidize the operation of the railways through their substandard wages, the brief asserted. If a subsidy were needed it should come from the public purse.

The solution of the railway problem lies, not in depriving railway workers of the right to strike, but in "a transportation policy which will recognize the unique role of the railways in Canada, which will respect the right of railway workers to earn as good a living as workers in other industries, which will make collective bargaining in the railway industry a reality, and which will distribute the cost of maintaining this necessary industry equitably over the whole population . . .

"If it is national policy that the railways should carry certain commodities at less than cost or that they should maintain service on lines that do not meet their expenses, a policy which we think can be justified, it should be equally in order to pay railway workers a wage commensurate with their service in this important national industry."

### **Other Legislation**

Under the heading "Other Legislation," the Congress in its brief listed 12 matters on which it urged action. It called for:

—continued and intensive study of the effects of technological change and automation;

—a national minimum wage act providing for \$1.25 an hour;

—a national 40-hour week act;

—a national fair wage act providing for union wages and conditions in all government work and contracts;

—amendment of the Annual Vacations Act to provide for a minimum of two weeks vacation and eight statutory holidays each year;

—a national advisory committee on fair employment practices;

—establishment of clear-cut regulations to maintain proper standards for private pension plans;

—continuation of family allowances up to age 20 if a child is still attending school or college;

—preservation of coastal and intercoastal trade to vessels built and manned in Canada, and preservation, on an equitable basis, of trade in inland waters to Canadian and American vessels;

—Parliament's resumption of jurisdiction over international and interprovincial highway transport;

—voluntary revocable check-off of union dues;

—elimination of differentials between classified and prevailing rate employees in the Public Service.

### **Disclosure of Information**

Regarding the reference in the Speech from the Throne to legislation "requiring the disclosure of information by business and labour organizations in Canada controlled from outside Canada," the CLC thought it desirable that the "veil of secrecy" that surrounds the operations of foreign-owned subsidiaries in Canada should be removed. Canadians "should know at least as much about these subsidiaries as they are able to learn about Canadian-owned public corporations," the brief said.

But it was different with international unions operating in Canada. "There is far less secrecy about the operation of international unions in Canada than is the case with international corporations," the Congress contended.

"We are therefore not likely to accept readily any legislation which will interfere with the internal affairs of the trade unions by making mandatory what is already done voluntarily, or by imposing rules and regulations for the conduct of trade union affairs which more properly should be done by the unions themselves," the brief said.

### **International Affairs**

The CLC devoted almost as many pages of its memorandum to international affairs as it did to the Canadian economic situation.

Canada's aim should be to attain a degree of mutual understanding and tolerance among the world's nations that will "preserve the human species from extinction," the CLC proposed. It expressed support of the United Nations, commended the Government for the efforts being made to evolve a workable program for disarmament, and agreed that, until there is disarmament, Canada must maintain an effective military establishment.

The Congress thought economic assistance to underdeveloped countries should be increased. "Canada should spend a sum equal to one per cent of her national income for aid to the economically less developed countries."

The Congress was opposed to unilateral disarmament or a policy of armed or disarmed neutrality for Canada. Unless and until disarmament comes about, Canada must maintain "an effective military establishment which can be useful to herself, to her allies and the United Nations," the brief said.

But the CLC was opposed to the enlargement of the "atomic club," and was not convinced that Canada needs or can maintain weapons. It urged the Government to consider several proposals, including one for a critical examination of Canada's commitments under NATO and NORAD, and for a refusal to allow nuclear weapons to be placed on Canadian soil or in the hands of Canadian forces.

The Congress also suggested that expenditure on defence should be substantially reduced, and the funds thus saved should be diverted to "the public sector at home and to increased aid to economically less-developed countries abroad."

On other international political issues the Congress urged the Government to devote its energies to the:

- Re-opening of formal negotiations among the great powers to lay the foundation for German unity, based on genuinely free elections.

- Preservation of the freedom of West Berlin and its democratic institutions.

- Peace between Israel and the Arab States by direct negotiations.

- Freedom of navigation for all nations in the Suez Canal.

- Diplomatic recognition of the People's Republic of China and its admission to the United Nations.

The Congress emphasized its "deepest concern" with the situation facing the overwhelming majority of the people of South Africa as a result of the "indefensible and barbaric policy of *apartheid*, suppression and mass "violence" followed by the South African Government. It urged that Canada should take the lead in excluding the Union of South Africa from the Commonwealth.

#### Other Requests and Proposals

Referring to the ILO Governing Body's report on the CLC's appeal against Newfoundland labour legislation, the brief expressed disappointment that "your Government failed to give the ILO the necessary

co-operation which it sought from you and which properly should have been supplied by you."

The CLC urged amendment of the Bill of Rights in accordance with the representations it had previously made on the subject. It said that it was awaiting with great interest and concern revision to be made in the Immigration Act, which Act it described as "grossly unjust, discriminatory, and arbitrary in its procedures."

The Congress again asked for the establishment of "an immigration advisory committee representative of farmers, labour, management, welfare agencies and other bodies concerned with immigration matters."

Organized labour is not opposed to immigration as such, the brief declared, but it objects to the inflow of immigrants at a time when Canadian workers find it difficult to obtain employment, and to the practices used by immigration officers abroad to induce people to settle in Canada.

It asked for the repeal of that part of the Immigration Act that provides for the deportation without trial of an immigrant who has become a public charge within five years of his landing.

The Congress commended the addition to the NHA regulations of provisions aimed at preventing discrimination in the sale or leasing of houses against any person by reason of race, colour or creed (L.G., Jan., p. 14).

It also expressed satisfaction with the steps the Government had taken to encourage home construction and urban redevelopment. But the low-rental housing referred to in the Speech from the Throne was its principal concern, the CLC said. It asked the Government to encourage the provinces and municipalities to expand their low-rental and subsidized housing projects.

The provision of loans for university students, foreshadowed in the Speech from the Throne, was a commendable undertaking, the brief said. But such measures as this and the grants-in-aid made to the universities by the federal Government did not go far enough. Notwithstanding the "entrenched rights" of the provinces, the Congress believed that the federal Government could do more than it is in equalizing the educational opportunities that depend on the accidents of geography or birth.

Recalling that it had already urged action to stimulate private consumption and had suggested that one way of doing so would be by increasing purchasing power, the CLC said that this in turn could be accomplished, in part, by higher income tax exemptions on those with relatively low incomes.



The burden of taxation should be distributed more equitably by diminishing the role of the sales tax and by basing taxation more on an ability to pay through a more progressive income tax, the Congress believed.

It also recommended the closing of loopholes in the administration of income and corporation tax laws, and the imposition of a capital gains tax.

It repeated its request that all medical, dental, optical, and hospital expenses, including the cost of drugs, be allowed as deductions in computing income tax; as well as the cost of workers' equipment or protective clothing, and living allowances paid to workers living away from home.

The Congress reiterated its belief in "a strong, free, independent, publicly owned broadcasting service," and its satisfaction with the strong line taken by the Board of Broadcast Governors in enforcing its regulations.

"We reiterate once again our views that the public service of Canada... should have the right to engage in collective bargaining with the Crown in right of Canada," the Congress said. It was bound to conclude, it continued, that "it is not any constitutional obstacle that stands in the way, but simply a reluctance to raise the public service from its present inferior position..."

### The Government's Reply

The Prime Minister called on Hon. Michael Starr, Minister of Labour, to express the Government's views on "some of the matters to which reference has been made."

"I assure you that in the 'war against unemployment' we are mobilizing and will continue to mobilize all the resources at the disposal of a federal government," Mr. Starr told the CLC delegation. "We will not be frightened off by 'dire warnings,'" he added.

The Government has done more to stimulate the economy and provide jobs than any other government in Canada's history, but a large measure of responsibility rests with management and labour, Mr. Starr declared. "The Government has acted. Now is the time for labour and management to act," he said.

"You must address yourselves to the problems of higher productivity; of technological change; of training for the labour force; the whole field of labour-management relations."

Many of the recommendations of labour and management to the Government had been adopted. "The Government is taking any and all action calculated to stimulate and stabilize the economy and provide jobs.

We are open to further suggestions and advice," Mr. Starr continued, and he went on to review some of the measures that the Government had taken and was taking.

The Minister recalled that in its brief to the Prime Minister's conference on employment last October the CLC had made certain suggestions.

"You asked that Parliament be called. Parliament met on November 17 and is still sitting.

"You asked for government action in the social and economic fields. This Parliament has approved and is in the process of considering at the present time the most massive social and economic program ever introduced in Canada.

"You made suggestions regarding location of industry. In December a measure was introduced to Parliament in this respect.

"You asked for export credits for industry. This was announced in November.

"You asked for expanded training programs. We have introduced legislation to expand them by 50 per cent.

"You asked for improved National Employment Service facilities. On Monday, in Edmonton, I officiated at the opening of a new Unemployment Insurance building which is only one in a program of modernization of the Service across Canada.

"You have made recommendations regarding administration of the Unemployment Insurance Act. Amendments will be brought in during this session to preserve the insurance principle and to protect the interests of the contributors."

Regarding the CLC's suggestion that certain industries might be helped by "rationalization," which he took to mean "organization of industry into units large enough to get the maximum economies of mass production," the Minister reminded the Congress that "when undertaken voluntarily by industry, such combinations have frequently resulted in requests by bodies such as yours for examination by the Combines Investigation Branch." He added: "If undertaken through Government coercion or compulsion, you would have, not rationalization, but collectivization."

Mr. Starr then listed other measures that the Government had brought forward:

—Lowering of the down payment and raising of the maximum loan on housing, thus bringing "for the first time, the price of new homes within the range of Canadians in low income brackets."

—Provision for payment of 75 per cent of the cost of urban renewal and slum clearance.

—Guaranteeing of home improvement loans up to a level of \$500,000,000.

—Provision of loans to municipalities for sewage disposal plants.

—Reduction of the preferential discount on imported automobile parts, and steps to make foreign automobile manufacturers compete on more equal terms with Canadian manufacturers; establishment of a Royal Commission to study the automobile industry.

—Provision of loans to and easement of corporation taxes on small business.

—Expansion and extension of the Municipal Winter Works Incentive Program, and advancement of the starting date.

—Payment of 75 per cent of the cost of training unemployed workers.

—Steps to expand provincial training facilities by 50 per cent.

—Payment of 75 per cent of the provincial contribution on new schools.

—Payment of 50 per cent of the cost of training teachers, instructors and administrative staffs.

—Payment of 50 per cent of the cost of training persons who have left school and who wish to continue their education.

—Provision of financial assistance to students attending technological institutes, and allowance of deduction of university tuition fees for income tax purposes.

—Provision of loans to universities for construction of student residences.

—Putting into effect this winter a \$100 million public works program.

—The Columbia River Power Agreement, which will "provide for unlimited industrial expansion" in British Columbia, the Pine Point railway project and a new Northern Quebec railway.

Mr. Starr referred to the National Productivity Council that was being set up, "whose assistance will be of tremendous value in regulating some of the problems at issue in this field." He also mentioned the setting up of a Royal Commission on prepaid medical health care.

"With regard to location of industry in areas where chronic unemployment exists, we are allowing double depreciation to such industries for taxation purposes," the Minister said. "We are allowing double depreciation for industries manufacturing new products."

The Government was also tightening up "class or kind" provisions to prevent dumping of manufactured goods in Canada, and to allow Canadian productive capacity and Canadian know-how a chance to compete.

In August, Mr. Starr told the delegation, the British Columbia Research Council made 30 recommendations to alleviate seasonal unemployment: six directed to the

federal Government, seven to the provincial Government, five to municipalities, and twelve to industry and labour. "The measures suggested to the federal Government were implemented within one month, with the exception of one which is under study," he said.

The Minister quoted from a statement made before the Special Committee of the Senate on Manpower and Employment that the present slackness in the demand for labour was a problem North American in scope. "The rate of growth of demand for North American output has declined," the statement explained.

But, the Minister pointed out, the fact that imports of manufactured goods remain at all-time high levels was evidence that "the demand is there." It was up to Canadian industry to meet this demand at prices that would be competitive with those of the industries of other countries.

"The solution of this problem rests squarely in the hands of management and labour," Mr. Starr contended, remarking that only the week before he had said the same thing to a management group.

He told the delegation that he had consistently defended the right of labour to a fair and reasonable wage level, and that the Government would never subscribe to a policy of subsistence-level wages in this country. But, Mr. Starr said, labour could obtain a return in keeping with the Canadian standard of living only "if we are able to produce goods and services for a price which will be competitive both in markets at home and abroad."

### Claude Jodoin's Answer

In his rejoinder to the Government's reply, CLC President Claude Jodoin said, "We have always indicated that we favour having talks, comments and exchange of views with representatives of management, but the solution of the unemployment question in Canada does not lie solely with labour and management."

The Government, he said, had a responsibility to create a favourable climate by its fiscal and tariff policies and in the many other ways described in the CLC's brief, and that it had "a positive role to play in providing jobs."

The Congress favoured the establishment of an industries council to improve the labour-management relationship as well as to increase productivity, "but the necessary steps go far beyond this," Mr. Jodoin said.

## The Prime Minister

Prime Minister Diefenbaker, bringing the meeting to an end, said that all representations that did not undermine, weaken or destroy free enterprise would always receive the fullest consideration. "Your views," he added, "are completely consistent with the principle of the maintenance in our country of free enterprise. These recommendations will receive very full consideration."

## Canvass of MPs

After the presentation of the memorandum, in a new, and what was described by Executive Vice-President William Dodge as a "complicated manoeuvre," the Congress organized a canvass during the afternoon of all the Members of Parliament. The object of this canvass, or lobby, was to get each M.P. to say how he would vote on each of four main questions of policy that had been recommended in the CLC's brief.

The Congress representatives who took part in the lobby were organized into 50 teams of about 10 members each. Twelve of the teams were French-speaking. Each team had a captain and a reporter. The teams were supplied with copies of the questionnaire that was to be handed to each M.P.,

and each team captain was responsible for returning the completed questionnaires to the Congress for study and tabulation. The results of the tabulation are to be sent to those who had taken part in the lobby.

Each M.P. had been previously informed by letter that an interview would be sought, and the interviews were timed to begin immediately after the conclusion of the House's afternoon question period.

To help them in meeting points that might be raised by Members, the teams were briefed on the official view of the Congress regarding the questions asked in the questionnaire.

### The questionnaire:

To secure an immediate increase in employment, would you vote for:

(1) A reduction in income taxes for those earning less than \$5,000 a year?

(2) An increase in family allowances and old age pensions?

To get rid of long-run unemployment, would you vote for:

(1) An expansion of the public sector of the economy, i.e., an increase in investment in highly essential public goods and services, such as health, education, low-rental housing, urban redevelopment, conservation?

(2) The adoption of temporary budget deficits for these purposes?

## CONFEDERATION OF NATIONAL TRADE UNIONS

### (Translation)

A vigorous policy of investment in the public sector, a lowering of taxes in favour of low wage-earners, an increase in social benefits, and a revision of the fiscal and monetary policy were among the measures put forward by the Confederation of National Trade Unions in order to stimulate the Canadian economy and combat unemployment, in its brief to the Cabinet on February 2.

The labour delegation, headed by CNTU President Roger Mathieu, comprised more than two hundred.

The brief was read by the Secretary General of the CNTU, Jean Marchand. The chief spokesman for the Government was Hon. Michael Starr, Minister of Labour.

In addition to drawing attention to the problem of unemployment, the CNTU reaffirmed the necessity of creating a National Council for Economic Orientation as being the only effective way of integrating into a comprehensive whole the various individual measures designed to alleviate unemployment.

The CNTU, in its bilingual brief, also accused the federal Government of having "abusively used the Unemployment Insurance Fund" instead of adopting special social security measures.

Finally, the Confederation reaffirmed its opposition to nuclear weapons and to all forms of colonialism.

The main speaker for the Cabinet, Mr. Starr, outlined at length the measures adopted by the Government to remedy the current situation.

The Minister of Labour stressed the necessity for labour and management to sit down together and to iron out their differences, particularly in regard to such problems as automation, productivity and world competition.

"Only in this way," he suggested, "can we bring about a marshalling of our productive and distributive capacity in order to make Canadian industry competitive."

He added that the Government can not do this because it wishes to avoid coercion.

"When labour and management can work out machinery of mutual co-operation and consultation on the many matters at issue in the present economic complex we will be well on the way toward resolving our difficulties," he added.

The delegation also heard from the Hon. Léon Balcer, Minister of Transport, and Hon. Noël Dorion, Secretary of State.



## The CNTU Brief

The CNTU wished first of all to explain its new entity. The brief stressed the fact that the Confederation still draws its inspiration from Christian principles, although it is no longer "confessional" in the sense that it does not formally adhere to any particular religious denomination.

"The CNTU still firmly believes in the fundamental import of spiritual values", said the brief, "however, in view of the specific legal framework which has been established to regulate union activity in Canada, it wishes to avoid even the appearance of religious constraint against its membership, whether actual or potential, by reference to a given creed."

The brief also stressed that the CNTU is a national organization. Without wishing to adopt a nationalistic attitude, the CNTU wishes union co-operation on the international level to take into account legitimate national interests and the desire of each group to create and direct its own institutions according to its distinct features and culture.

The CNTU insisted on being treated by the Canadian Government as a central labour body deserving both respect and recognition. The CNTU "regretted the fact that it was completely ignored in the formation by the Government of important delegations concerning the labour movement."

### Unemployment

The brief reproached the Government for having been too prone "to maintain the prerogatives and privileges of private enterprise" in the face of increasing unemployment.

"If private enterprise is unable to achieve and maintain full employment in this country," it said, "it is in dire need of orientation, stimulation and even control."

After stressing several causes of unemployment in Canada, causes for which the Government is not responsible, the CNTU nevertheless reproached it for not having taken all the means at its disposal to combat the ill effects of the adjustments which upset both our economy and that of the world.

The brief continued:

We are convinced that a vigorous and generous investment policy in the public sector, together with a decrease in taxes in favor of small wage-earners, an increase in social benefits and a revision of our fiscal and monetary policy could constitute so many stimulants for a redress of our economy. Evidently, all of these measures might mean, for a certain period, the adaption of deficit budgets; according to us, however, it is better to face the ill effects of such a policy than to abandon to their

fate hundreds of thousands of Canadian citizens condemned to inaction and misery. The most reprehensible attitude, in the present context, would be that of "laissez-faire".

Commenting on the Municipal Winter Works Incentive Program, the CNTU said that poor municipalities, where are usually found the greatest number of unemployed, do not have the means to buy the materials required for large-scale winter works. The brief suggested that assistance to municipalities should be in proportion to the number of unemployed, and that the law should authorize the purchase of materials.

### Automation

The CNTU reiterated that it was not opposed to automation or to the improvement of industrial techniques tending to increasing productivity. However, it requested the Government to prepare legislation to protect the workers affected by automation.

"Such legislation," the brief said, "should provide for the payment of compensating allocations, for re-training courses, and generally, for measures to combat the ill effects of the changes brought about by new production methods and techniques."

### National Productivity Council

According to the CNTU, all the particular measures that may be proposed to stabilize the economy and achieve full employment will never fulfil their purpose if they are not integrated into a master plan supervised by the state.

That is why, the brief said, the Productivity Council that the Government wished to create should be "a sort of subcommittee" of the Council for Economic Orientation.

The formation, on a national level, of a Council for Economic Orientation is necessary, it declared.

Similar councils exist in many countries where the economy is dominated by private enterprise. Even in Canada, this is not a new formula. Somewhere between rigid state control and absolute laissez-faire, there is room for a rational economic organization devoted to the common good of the country. The Council for Economic Orientation could play an important part in this field.

The brief added that the CNTU would gladly agree to be represented on the Productivity Council but that it was convinced that the Council's efficiency, "from the very start, is very limited."

### Unemployment Insurance

The brief accused the Government of having "abusively used the Unemployment Insurance Fund instead of adopting special social security measures for the purpose of solving particular problems."

The CNTU declared that the Unemployment Insurance Act is not a substitute for a policy of full employment, nor is it an appropriate instrument to combat the effects of economic depressions. It invited the Government to set the Unemployment Insurance Fund on its feet again, and even to increase its contributions.

At the same time it repeated its request that hospital employees be allowed to benefit by this Act.

"Since the Hospital Insurance Act has just come into force in an important province of Canada," declared Mr. Marchand, "and since the financial angle will certainly come up for discussion, it is perhaps the right moment to begin treating hospital employees equitably by allowing them to benefit by the Unemployment Insurance Act."

### **Protection of our Industries**

The CNTU suggested that the lack of balance between our imports and exports indicates that our domestic market must be protected at all costs in order to permit our industries to continue to thrive.

While declaring itself "in favour of free trade," the CNTU expressed the opinion that, as long as there is not complete freedom of international competition, Canadian industry must be protected to a certain extent.

"Quotas, tariffs, and a more effective anti-dumping legislation, based on the Canadian cost price," are some of the methods put forward in the brief for assuring Canadian industry a greater share in the market.

At the same time, the CNTU suggested that the Government have union representatives participate in the discussions when it was negotiating tariffs with other countries. The brief declared that "the workers have so much at stake in such negotiations that it would be in the general interest to allow them to participate in them."

### **Economic Independence of Canada**

The Government's policy regarding American investments in Canada has the support of the members of CNTU.

"The CNTU is not opposed to American investments in Canada," the brief said, "but it believes that Canadian subsidiaries of American companies should have much more autonomy and that Canadians should have the opportunity to acquire the majority of the common stock of such undertakings."

The brief also suggested that the most effective means of decreasing the relative importance of American investments in

Canada would be to develop the public sector; such a policy would assure better government control over the economy.

### **Shipyards**

The brief dealt very briefly with the problem of shipyards, regretting that Canada did not choose to amend the British Commonwealth shipping agreement. But the Vice-President of the Metal Trades Federation, S. Ted Payne, speaking for some 8,000 shipyard workers, presented to the Cabinet a five-point program to assist the maritime industry.

He suggested that:

—coastal and inland shipping be restricted to ships registered and built in Canada;

—Canada develop its own merchant marine;

—Canada's maritime industry be given financial aid;

—labour be represented on the Maritime Commission;

—Canada's maritime industry come under the federal code.

### **Right of Association**

The CNTU requested the Government to invite the International Labour Office to establish a board of inquiry to study the question of freedom to organize.

The brief noted that it is not sufficient to grant workers the right of free association. They must also be able to exercise this right.

The CNTU reproached the Government for, among other things, refusing to allow its employees the right of collective bargaining, and for having passed "discriminating legislation" denying railway workers the right to strike.

### **International Policy**

The brief requested that the Government increase its aid to underdeveloped countries, suggesting that such aid be given to the extent of one per cent of the national revenue.

At the same time, the CNTU declared itself in opposition to nuclear weapons and to all forms of colonialism.

"Canada can play a major role in reconciling antagonistic peoples, provided that it refuse to blindly follow the foreign policy of certain large friendly powers."

Following its usual practice, the CNTU attached to its memorandum a summary of the requests it had made to the Government in earlier briefs.

## The Government's Reply

The Government's views were expressed, mainly, by the Minister of Labour, who reiterated to a great extent the comments he had made that morning to the delegates of the Canadian Labour Congress (see p. 228).

Mr. Starr also made a few direct references to the suggestions put forward by the CNTU, stressing that the present Government intends "to do whatever can be done, within our authority as the federal Government and within our federal jurisdiction and within the framework of our free institutions."

He pointed out that the present economic situation is "continent-wide in its scope," adding that one of the causes "has been the failure of the manufacturing industries to provide employment at a level required by the fastest growing labour force in the world."

The Minister noted that the CNTU brief suggests "some sort of tariff protection for industry" while the CLC's brief claims "that tariffs are not the answer."

"There are two views on this subject, as there usually are in matters dealing with the economy," he said.

Referring to the CNTU's views on automation, the Minister said the Government has made a study "of some four very large industries in this country. We will con-

tinue our study," he added, "in order that we may possess the full information necessary to a complete understanding of this problem."

Hon. Léon Balcer, Minister of Transport, repeated in French the gist of the remarks made by Mr. Starr.

Hon. Noël Dorion, Secretary of State, also spoke briefly, commenting favourably on the "well-prepared brief." He suggested that the beneficial effect of federal legislation often does not come fully into play because the people do not know that they can benefit from such legislation. He cited, as a case in point, the legislation regarding loans to small businesses.

## Roger Mathieu's Answer

The General President of the CNTU raised only one point in his answer to the Government's reply, and it had to do with the apparent divergence of views between the CLC and his organization on tariffs.

Mr. Mathieu read the following quotation from the brief:

In principle, the CNTU is for free trade and hopes that we will gradually, and as soon as possible, approach the ideal situation where international competition will play in all freedom.

"That is what we believe in," said the CNTU President, "but, in the meantime, we are asking you to do something to protect industry, but not as a general policy."

## INTERNATIONAL RAILWAY BROTHERHOODS

As in its 1960 memorandum, the National Legislative Committee of the International Railway Brotherhoods devoted the largest part of its brief to the Cabinet on February 3 to the question of compensation for railway employees who lose their jobs through abandonment of branch lines, closing of stations, and removal of divisional points and terminals.

After repeating the whole of its last year's submission, the Committee pointed out that "reduction of staffs, closing or abandonment of stations and divisional points continue at an accelerated pace, requiring employees to move their households from one place to another in order to hold work."

Two examples coming up shortly, said T. W. Read of Division No. 4, Railway Employees Department (AFL-CIO), were the London car shops and the Stratford locomotive shops, the closing of both of which has already been announced.

The brief contained figures on station closings and reductions in staff: 234 closings in the period 1954-1960, and 176 CPR

caretaker-agents dispensed with, and about the same number of CNR agents. The Committee granted that permission of the Board of Transport Commissioners has to be obtained before a station is closed, but pointed out that in the seven-year period, permission was granted in more than 96 per cent of the applications.

In January this year, the Cabinet was told, the Canadian Pacific Railway Company had applied for permission to close 14 station agencies, eight of them in Saskatchewan.

"It is our firm conviction," the Committee said, "that railway companies, when making applications to the Board of Transport Commissioners to 'remove, close, or abandon any station or divisional point [or] create a new divisional point that would involve the removal of employees,' should be required to take into account compensation to employees who have to move their households."

The section of the Railway Act requiring railways to obtain the permission of the Board of Transport Commissioners for the



abandonment of or changes in lines can be circumvented, the Committee Chairman said. As an example of how this circumvention was done he cited the abandonment of the terminal at Big Valley, Alta.

"There were at one time some 26 crews working out of that place," he said. "The railway decided to reduce the staff, and they reduced it to two crews. They did not abandon the terminal so Section 182 [of the Railway Act] did not apply . . . Subsequently they reduced it to one crew. The trainmen . . . knew that the job was going to go off and it was held by spare men who did not have homes in Big Valley; so, when they took off the last remaining crew there was nobody there to complain about having to move, so the Act was circumvented in that way."

Another cause of staff reductions on the railways, the Committee said, was automation. It again urged establishment of a parliamentary committee to investigate and report on automation's effects on labour.

The brief dealt also with other matters, including unemployment insurance, immigration, the National Productivity Council, the Income Tax Act, and a national transportation policy.

The submission was read by A. A. Hutchinson, Chairman of the Committee. Other members of the delegation were: J. A. Huneault, Vice-Chairman; H. E. Campbell, Committee Secretary; W. G. McGregor of the Brotherhood of Railroad Trainmen; T. W. Read of Division No. 4, Railway Employees Department (AFL-CIO); A. R. Gibbons of the Brotherhood of Locomotive Firemen and Enginemen; and H. A. Stockdale of the Brotherhood of Railroad Signalmen.

The Prime Minister was accompanied by Hon. Howard Green, Minister of External Affairs; Hon. George Hees, Minister of Trade and Commerce; Hon. Léon Balcer, Minister of Transport; Hon. Michael Starr, Minister of Labour; Hon. Paul Comtois, Minister of Mines and Technical Surveys; Hon. Jay Waldo Monteith, Minister of National Health and Welfare; Hon. Raymond O'Hurley, Minister of Defence Production; and Hon. Walter Dinsdale, Minister of Northern Affairs and National Resources.

### **Unemployment Insurance**

The main reason for the depleted condition of the Unemployment Insurance Fund is the inclusion of seasonal workers under the Act, the brief said. The Brotherhoods recommended that consideration be given to placing seasonal workers under a separate fund, "basing contributions and benefits on an actuarially sound basis."

When this "corrective" measure has been implemented, the Committee requested that the Unemployment Insurance Act be amended to eliminate the waiting period; to remove disqualification of union workers who decline to cross another union's picket line; and to increase maximum annual earnings to \$7,200.

### **Immigration**

"The problem of unemployment in this country cannot be disassociated from immigration," the Committee said. "Immigration must not be permitted to add to the unemployment problem."

Greater care should be taken in the selection of immigrants, and immigration restricted to those with special skills, it proposed.

The brief suggested also that a commission be formed to recommend changes in the Immigration Act.

### **Education**

The Committee commended the Government for establishing legislation to provide federal contributions to provincial technical and vocational training programs. The brief urged the Government to continue to give leadership in this field by recognizing that "automation requires a marked upgrading in the education and skills of the working man."

### **Health Insurance**

"As a partner in the hospital insurance plan," the Government was urged to encourage and assist in providing the necessary hospital space, "the need for which appears to be expanding steadily."

A substantial amount of money that is now being sent outside the country could be made available to increase hospital space, the Committee suggested, by permitting lotteries similar to the Irish Sweepstakes "under the supervision of either the Government of Canada or the provincial governments."

The Committee expressed disappointment that the various investigations into the high cost of drugs had brought no relief to the people and urged that a full enquiry be made of this matter.

The Committee praised the action of the Government in establishing a Royal Commission to report on national health requirements.

### **National Productivity Council**

Railway employees are aware that the increase or decrease in productivity of goods has a direct effect on employment opportunities on the railways, the brief said.

Perhaps more than in other industries, the loss of employment opportunities in the railroad industry is the result of automation and technological changes. Therefore the Committee was particularly interested in the retraining features of the National Productivity Council, whose establishment it commended.

### **Income Tax**

The Committee was of the opinion that one of the primary causes of unemployment was the decline in the growth of demands for goods. An immediate reduction in personal income tax would stimulate this demand, the Committee believed.

It proposed increases in statutory exemptions, inclusion in the definition of "dependent" of those taking vocational training courses, amendment of the provision concerning calculation of tax on income earned by a married person's spouse, and allowing as a deduction the costs of meals and lodging incurred by railway employees on duty away from home, and for which they were not reimbursed.

### **National Transportation Policy**

In the belief that railways must be freed from competitive inequalities and given greater opportunities to improve their operating and financial positions, the Committee again advocated a national transportation policy and reorganization of the control of international and interprovincial motor vehicle traffic.

### **Labour Representation**

"All governments should recognize the principle of appointing labour representatives to public boards and commissions," the brief declared. It drew attention to the fact that labour has no "accredited representative" in the Senate.

### **Health and Sanitation**

The Committee expressed disappointment that the terms of reference of the Sessional Committee on Railways, Airlines and Shipping included consideration of "turn-around comforts" only, not the entire problem of health and sanitation of railway employees, and only matters relating to Government-owned transportation services.

The brief urged the Government to enact legislation to provide for the health and comfort of railway employees.

After he had finished reading the brief, Mr. Hutchinson pointed out that no reference had been made in it to Bill C-45—the Railway Operation Continuation Act. This did not mean that the Committee was not interested in the action taken. "We were somewhat disappointed," he said. "We had

hoped that the railways would have been held to an implementation of the decision of the board of conciliation . . ."

The Prime Minister asked whether the Legislative Committee as a group would be prepared to accept legislation that would make it mandatory on either side to accept a majority opinion of a board of conciliation.

"No, I would not say we would," Mr. Hutchinson replied. "If it was a case of having to keep the railways in operation and there was a conciliation board report, then I think we would be prepared to recommend to the employees that the railways should be compelled under those circumstances to continue, or the other alternative was to let us exercise our economic strength and tie up the railways."

During the reading of the brief the Prime Minister frequently made comments or asked for further explanation or information.

At one point he asked for an explanation of the term "interlocking seniority," used in the brief. (In this brief, the Committee complained of "the inequitable application to railway workers who hold interlocking seniority" of the section of the Unemployment Act that disqualifies from receipt of benefit workers who lose their employment "by reason of a stoppage of work attributable to a labour dispute." It requested study of that section "with a view to correcting" the inequitable application.)

Mr. Hutchinson explained that during the strike of the firemen on the CPR some engineers, having once been firemen, had seniority rights in both the engineers' and the firemen's unions. Because these engineers had been contributing to the funds of the latter union, before they became engineers, all engineers had been barred from receipt of unemployment insurance benefits.

The Minister of Labour added that the engineers were still contributing to the firemen's union at the time of the strike.

Later, the Prime Minister said that the question of Sections 168 and 182 of the Railway Act might well be considered by a Parliamentary committee referred to in the Speech from the Throne that was to be set up to examine questions regarding pensions, health and sanitation for railwaymen. If the committee's ambit did not go far enough, he thought that the Cabinet should consider asking the House to extend its authority to include the question of these sections of the Act. In that case, he said, "an opportunity should be given to you to have your case considered by a committee before which both sides could present their views."



## The Government's Reply

The Minister of Transport, Hon. Léon Balcer, in replying to the submission, said there were difficulties about getting the special committee referred to by the Prime Minister to deal with the matter of Sections 168 and 182 of the Railway Act. For one thing its terms of reference do not cover the CPR.

He said that as the railwaymen's organizations had had an opportunity to appear before the McPherson Royal Commission on Transportation last year, it might be well to wait and see what the Commission had to say about the matter.

Hon. George Hees, Minister of Trade and Commerce suggested that the regular standing committee on railways, canals and telegraph lines might be better able to consider the question than the special Parliamentary committee referred to by Mr. Diefenbaker.

Mr. Balcer agreed with this, and he said that pending the report of the Royal Commission, the Government would continue to study the matter.

The Minister of Labour, Hon. Michael Starr, said that the Committee's recommendations regarding amendments to the Unem-

ployment Insurance Act would be given consideration, "along with many others that have been suggested."

Referring to the appointment of labour representatives on various public bodies, Mr. Starr remarked that a number of such appointments had been made. "As far as appointments to the Senate are concerned, I must say that I am not responsible for that," he added.

The Prime Minister pointed out that there were no vacancies in the Senate at present.

The Minister of National Health and Welfare, Hon. Jay W. Monteith, referring to the health matters brought up in the brief, pointed out that facilities were still available under the Hospital Insurance and Diagnostic Services Act, and that it was up to the provinces to decide how far they would go in the matter. But facilities such as those touching chronic care and outpatient services could still be taken up in several of the provinces.

Mr. Monteith also pointed out that although hospital grants had remained stationary for 10 years, on January 1, 1958 they had been more than doubled. The cost of drugs came under the Department of Justice, he said, but his department continually had the question in mind.

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## 43rd Annual Meeting of the Canadian Construction Association

At session on "Recent Changes in Labour Legislation," four speakers discuss changes in Atlantic Provinces, 1960 amendments to Ontario Labour Relations Act and to Alberta Labour Act, and British Columbia Trade-unions Act of 1959

At the 43rd annual meeting of the Canadian Construction Association, held in Toronto in January, one session was devoted to a discussion of "Recent Changes in Labour Legislation." Four speakers participated.

W. H. Jost, Q.C., of Halifax, spoke on changes in the Atlantic Provinces; G. S. P. Ferguson, Q.C., of Toronto, on the 1960 amendments to the Ontario Labour Relations Act; K. A. Pugh, Alberta Deputy Minister of Labour, on the 1960 amendments to the Alberta Labour Act; and W. H. Heffernan, of Vancouver, on the British Columbia Trade-unions Act 1959.

Speaker at the first day's luncheon was Claude Jodoin, President of the Canadian Labour Congress.

Summaries of these five addresses, together with one of the CCA President's address, are published here.

### President's Address

The main problem now facing the construction industry throughout the country is surplus capacity, Jack M. Soules said in his presidential address to the convention.

Although the industry was not alone in having surplus capacity, it was a reflection of the expansion during the postwar period, when the volume of construction more than doubled, and its share in the nation's gross national product increased from 13 to more than 21 per cent, he pointed out.

At present the industry employed more than 580,000 persons on site, and an even larger number were employed in supplying the construction industry with materials and equipment. The total value of construction in Canada in 1961 was expected to exceed



\$7,000,000,000, which was about \$1,000,000,000 more than the total expenditures of the federal Government, Mr. Soules remarked.

The CCA President suggested three main methods of dealing with the problem of surplus capacity. One was simply to wait for demand to overtake productive capacity. Another way would be to try to reduce the industry's capacity. But he contended that the "most appealing" solution was to try to stimulate the demand for construction.

To this end he suggested certain steps, which included: promotion of worthwhile public projects; promotion of accelerated capital cost allowances large enough to encourage the purchase of new facilities and equipment; and development of a residential mortgage market and amendment of the National Housing Act to include within its scope mortgages on existing houses.

Finally, measures should be taken to increase the efficiency of the industry by intensifying training programs for tradesmen, supervisors, engineers and construction managers; by increased research into and development of new methods, materials and equipment; and by continued expansion of the wintertime construction program.

Turning to labour costs, Mr. Soules said:

"... Management is, of course, most conscious of labour costs because in the final analysis they account for practically the whole cost of the final product. And it is the final cost of the construction project that influences owners whether or not to build. Once again, it is a mutual problem. Both parties will benefit from lower costs and the relatively larger volume of business they will encourage. Both parties will benefit from the absence of work stoppages, be they strikes or lockouts. Both will benefit from the highest possible profits and wages that the market can stand. Both will benefit from improved training programs and more wintertime construction."

#### W. H. Jost, Q.C.

Of the four Atlantic Provinces, only Newfoundland had made any "very substantial alteration of the statutory law bearing on trade unions, their functions, rights and immunities," said W. H. Jost in an address on changes in labour legislation in Newfoundland, New Brunswick, Prince Edward Island and Nova Scotia.

The Newfoundland changes, he said, "are most interesting to any student of labour law and some of them, I think, may properly be characterized as significant." He then described the principal provisions of the

Newfoundland Trade Union (Emergency Provisions) Act, which revoked the certification of two locals of the International Woodworkers of America (L.G., April 1959, p. 360); the 1959 amendment of the Newfoundland Labour Relations Act, which provided for the dissolution of any union in the province whose international officers have been convicted of certain heinous crimes (L.G., April 1959, p. 360); and the Newfoundland Trade Union Act, 1960 (L.G., Nov., 1960, p. 1153).

Mr. Jost remarked that the general idea behind the 1960 Trade Union Act "is to apply to trade unions supervision and regulation designed to ventilate their operations, to ensure they are properly operated by the officials in control and to make available to the membership full information on matters of internal regulation and finance."

One of the changes in the new Act mentioned by the speaker was the omission of a provision contained in the old Act under which registered trade unions were protected from civil actions in the courts. This change had left the status of unions in the matter of such actions "somewhat in the air."

"However, it is considered, although I believe not yet decided in the courts, that amendments to other legislation have removed the procedural difficulties in bringing a civil action against a trade union in its own name," Mr. Jost said.

In the 1960 amendments, he said, there was an interesting stipulation that any provision in a collective agreement which seeks to impose a union security provision requiring union membership as a condition of employment is effective only if membership in the union is available to the employees concerned.

"It thus appears," he said, "that if the union, for reasons of its own, withholds or withdraws union membership from one of the employees concerned, such action *ipso facto* voids the union security provision in the collective agreement."

In New Brunswick, Mr. Jost pointed out, there have been no amendments to the Labour Relations Act since 1956. Prince Edward Island did not have a Labour Relations Board until 1959. The only amendment in the province in 1960 dealt with the revocation of the certificate of a bargaining agent and provided the Minister of Labour with authority, after the certification has been in effect at least 10 months, to revoke that certificate where, in his opinion, the certified union no longer represents a majority of the bargaining unit or the unit itself is no longer appropriate for collective bargaining (L.G., Nov. 1960, p. 1155).

In Nova Scotia, Mr. Jost said, a Royal Commission is currently sitting under terms of reference to inquire into the workings of the Trade Union Act in its entirety and to make recommendations for its improvement. He added that the Act had not been amended since 1957.

Concluding his remarks, Mr. Jost, admitting that he was perhaps a little biased on the subject, thought that "a change in the current legislation which would at least encourage the growth of union responsibility to perform the contracts which unions make, and to make unions subject to a reasonable measure of control and regulation as are other powerful bodies corporate and politic, will be in the best interests not only of the general public but also of the employees represented by trade unions and perhaps the unions themselves."

### G. S. P. Ferguson, Q.C.

The amendments to the Ontario Labour Relations Act that were enacted in October 1960 (L.G., Nov. 1960, p. 1153) "afford little comfort for management," G. S. P. Ferguson, Q.C., member of a Toronto law firm, told the convention. He added, however, that the new Act might "vaguely, and perhaps in vain, provide some additional means of curbing recognized abuses of power by unions, particularly in the construction industry."

Mr. Ferguson expressed some apprehension about the "substantial degree of additional power now thrust into the hands of the Labour Relations Board" in its administration of the new Act, and some alarm about the "vague terminology" of the Act. The construction industry, he also pointed out, had far more to win or lose through the amendments than any other industry.

Before going on to discuss the amendments to the Act in some detail, the speaker pointed out the difficulty of assessing the results of these changes when, as yet, the amendments had not been subject to interpretation by the Labour Relations Board, and in addition the Jurisdictional Disputes Commission provided for in the legislation had not been set up.

Coming to particular amendments, he described first the one regarding applications for certification, which gives to the applicant union the alternative of applying to the Board for certification outright, or of "applying to obtain a pre-hearing vote which may result in subsequent certification after a vote by secret ballot supervised by the Board."

The previous procedure became "seriously bogged down" when adjournments and investigations resulted from petitions against

the union or from charges of unlawful activity. This procedure still remains in existence if the union so chooses, Mr. Ferguson pointed out.

The power now given to the Board of establishing a terminal date would, he said, eliminate delays, but "at the same time it rigidly curtails the time period during which employees can express their own wishes to object to the union seeking immediate bargaining rights."

The Board now "appears to have absolute authority to refuse to accept any evidence not presented in the prescribed form or within the prescribed time," the speaker said.

In the construction industry, where craft unions apply to represent the usual craft units on a short-term project, undoubtedly the method of the pre-hearing vote process prior to certification will be adopted, the speaker said; and in such cases there would not usually be any petitions against the union, or other charges.

In determining bargaining units, particularly those relating to craft applications, the Board has now been given the additional discretionary power to consider industrial collective bargaining history, as well as craft history, when a craft union applies for certification for employees engaged within its own craft. This amendment constitutes a boost to industrial unions, who will now be much more successful in retaining their over-all bargaining rights due to a history of industrial collective bargaining, and thereby resist any chipping away process which previously so often resulted from individual craft applications. The operating engineers, as a craft union, will lose substantial raiding opportunities from this amendment.

Regarding conciliation services, the amendment of the Act had produced two important changes, he said. "First, there is now a provision for the use of private mediation upon the joint request of the parties as a full substitute for the standard conciliation procedure. Secondly, there is provision for rigid time limits during the course of the established two-stage conciliation process . . ."

Private mediation, if chosen in preference to ordinary process, would give the mediator the same power, authority and obligations as a conciliation board, the speaker said. On the other hand, the standard conciliation process would be expedited by the requirement that a board must now report its findings and recommendations within 30 days after its first meeting.

One important amendment was the recognition by statute of an employer's right to express his views to his employees as long as he did not do so in such a way as to amount to coercion, intimidation, threats, promises or undue influence. But the effect



of this amendment was hard to predict in view of the wide fluctuations in the Board's policies on this matter in the past, Mr. Ferguson said.

Certainly, today there exist no reliable standards which any employer can confidently adopt when expressing his views to employees on the advantages and disadvantages of supporting a union. The Board's power of interpretation remains supreme so long as the Legislature is reluctant to call a spade a spade.

The speaker described the amendment relating to the taking of a strike vote by a union as "an inadequate compromise between the old system and requiring compulsory strike votes supervised by government officers."

"The new amendments do actually create additional tools to attack organizational picketing," he said, but he thought that experienced union organizers would be able "to hide behind its [the Act's] ambiguous language when obviously unlawful strikes occur."

The machinery for settlement of jurisdictional disputes within the construction industry "continues in a state of chaos in Ontario," the speaker said. "Voluntary conferences between labour and management within the industry for the purposes of discussing this and other topics have been absolutely fruitless." Some craft unions accept the jurisdiction of the National Joint Board in the United States, while some appear to ignore it completely. In either case, the Joint Board's decisions are unenforceable in Canada. Moreover, representatives of unions that do recognize its jurisdiction often ignore its decisions when they consider them contrary to the interests of their craft.

Mr. Ferguson outlined the new legislation's provisions relating to the Jurisdictional Disputes Commission. The Commission has not yet been constituted, and at present there was no way of assessing the tribunal's possible effectiveness. Serious problems might be anticipated in its operation, however, he thought.

"The new Ontario legislation widens the apparent grounds on which an employer may not discharge an employee notwithstanding the existence of a union security clause in a collective agreement. At the same time, the Act appears to narrow the right which had been extended to employers and trade unions to include union security clauses in their collective agreements," Mr. Ferguson said.

He pointed out that although the new law prohibits the discharge of an employee because of his activity against a trade union that is a party to an agreement, or on behalf of another union, it did not oblige a union

to reinstate the employee as a member or to admit a non-member to membership.

Under the new Act, decisions of an arbitrator or an arbitration board, decisions of the Labour Relations Board in discrimination cases, and interim orders of the Jurisdictional Disputes Commission were enforceable as orders of the Supreme Court of Ontario, he pointed out. But there exists "one interesting gap in that decision of the Labour Relations Board on appeal from the Jurisdictional Disputes Commission do not appear to be similarly enforceable."

### K. A. Pugh

The Deputy Minister of Labour for Alberta, K. A. Pugh, discussed the amendments to the Alberta Labour Act that were enacted in April 1960 (L.G., Nov. 1960, p. 1153).

Certain sections of the labour movement, the Deputy Minister said, had described the bill in which these changes were embodied as "the obnoxious Bill 108." But he contended that "beneficial" would be a better description, since the measure ensured protection for the just rights of the employers, the employees and the public in the realm of labour relations.

Mr. Pugh confined his observations mainly to the "Labour Relations" section of the Act, in which the principal amendments were made.

Regarding certification of unions, he remarked that Alberta was the only province whose legislation expedited the certification procedure by setting a limit to the time that the Board of Industrial Relations could spend in making its inquiries in connection with an application. The amendment had extended from seven days to 21 days the time allowed over and above the regular 21 days, making a total of 42 days.

Dealing with the amendment that is intended to prevent organizational picketing, he said that some labour leaders had described it as obnoxious and as an interference with a trade union's normal organizing functions. But he added that "the vast majority of the members of the building trades unions and other unions are opposed to this type of picketing."

We feel confident, in the light of this new section, that organizational picketing will not be conducted by trade unions knowing that they will not receive recognition by the Board and that any coercive collective agreement... would not be a collective labour agreement in the eyes of the law.

The speaker pointed out that the new provisions of the Act regarding such picketing did not infringe upon the jurisdiction of the Parliament of Canada. He referred



to the sections of the Criminal Code of Canada relating to peaceful picketing, and he said that the province had not encroached on this field.

The amendment providing that all the terms of an agreement shall be kept in force, by common consent of the parties, during the period of negotiations for a new agreement, did not prevent the employees from voting for a new bargaining agent if they wished to do so, Mr. Pugh said, and it had been made in accordance with the wishes of a number of unions and employers. Previously, more than one court decision had ruled that contractual obligations not constituting ordinary terms of employment died on the termination date of a collective agreement. Mr. Pugh referred particularly to union security, and grievance procedure provisions as examples of such contractual obligations.

One of the most controversial of the amendments, he said, was that which aimed at preventing secondary boycotts, including the refusal to handle "hot cargo." He remarked that "actually this amendment to the law was not necessary," because since 1938 the Act had outlawed sympathy strikes.

The only innovation, he contended, was in the application of the Act to "hot goods or cargo." The value of the new section, however, was "to clearly spell out that an employee who refuses to perform work for the reasons contained in the subsection would be creating an unfair labour practice and be subject to penalties."

An important amendment that had no direct application to the construction industry was that relating to strikes in public utilities and other public services, the Deputy Minister said. The amendment empowers the Lieutenant-Governor in Council to intervene when a state of emergency arises in such a dispute and to replace the normal procedures in disputes by emergency procedures. Such action would have the effect of making a strike illegal.

Although there had never been "a withholding of services by civic employees or by employees in hospitals" in the province, Mr. Pugh said, leaders of civic employees' unions had "bitterly opposed" this section granting emergency powers. He contended, however, that it was justified by "changing trends... and the public reliance on the services of cities and hospitals, together with new influences in the labour movement."

The speaker went on to defend past actions of the Board of Industrial Relations in trying to help the parties in a dispute, most of which, he said, had been taken "informally and actually without authority."

In particular, he justified the intervention of the Board in such a case as the refusal of an employer to abide by the decision of an arbitration board. A case of this kind, he admitted, could have been referred to the courts; but the Board had sometimes considered it advisable to try rather to settle the grievance amicably.

### Wilfrid H. Heffernan

"My answer to...all who cry about freedom is that some sections of the [British Columbia Trade-unions] Act, if taken by themselves may seem to restrict freedom, but the entire Act, when read as a whole, clearly protects the rights of everyone, except the parties to a labour dispute, to become involved or not to become involved as they choose."

This statement was made by Wilfrid H. Heffernan, a Vancouver lawyer, who spoke on the changes in labour legislation effected by that Act, passed in March 1959 (L.G., Oct. 1959, p. 1028).

In his address to the convention he asserted that the law in question would present no problems involving freedom or freedom of speech if union leaders would just obey the law "as all good citizens should." He added that it was necessary "to take the prohibition sections out of their context in order to read them as a general prohibition against freedom of speech."

In a review of the circumstances that led to the passing of the Act, the speaker said that the decision of the Supreme Court in the *Aristocratic Restaurants* case in 1951 (L.G. 1951, p. 1553) had established the principle that peaceful picketing was lawful. "The unions took full advantage of the situation.

"It was a very common sight in British Columbia, after the *Aristocratic* decision and up to the passing of the new Trade-unions Act... to see pickets walking up and down in front of a store or business establishment with a sign reading: 'this store has no union contract' or 'this employer is unfair to labour.' If the employer took action against the union and the pickets, the union usually contended that it was only giving out information to the public; that what they were doing was permissible under the Trade-unions Act, and had been given the seal of approval by the courts in the *Aristocratic* decision."

The courts could do nothing, Mr. Heffernan said. The refusal of customers, suppliers and trade unionists to cross the picket lines combined to give the trade unions "a

stranglehold on the economy of the province." By 1959, when the new Act was passed, "the action of 'information pickets' on patrol duty began to have a really serious effect on the economic life of British Columbia," he asserted.

The speaker quoted statistics that purported to show that between 1952 and 1959—when the new Act was passed—there had been 41 "quickie" strikes in the lumber industry resulting in a loss of 215 working days, and an illegal strike in the entire industry in 1952 that lasted for 44 days, making a total of 259 days lost. Since the passing of the new Trade-unions Act in March 1959 there has been only one "quickie" strike in the lumber industry lasting two days.

"There is no question but that the new Trade-unions Act has had a very strong influence in cutting down illegal and 'quickie' strikes in the lumber industry," he declared.

The speaker asserted that in the five years prior to March 1959, "a large segment of the public, and many in the ranks of the labour movement, became convinced that a better balance between unions and employers was essential if the economic development of British Columbia was to continue."

The bill that was designed to strike this balance was opposed by the trade unions "with all the force at their command," and was assailed by them as an encroachment on their vested rights, he said.

The new Act, Mr. Heffernan said, allowed picketing only when a strike was legal or when there was a lockout, only at the employer's place of business, and only by lawful means. The effect was to prohibit jurisdictional, sympathy, secondary, and recognition picketing, and to confine other picketing to the place where the dispute took place and to the employer directly involved.

Some important parts of the Act were favourable to labour, he said. These included: restrictions on the granting of *ex parte* injunctions; liability of employers' organizations for action in damages in case of a breach in the Labour Relations Act or the new Trade-unions Act; freeing of union members and leaders from fear of action for damages for conspiracy; and the constituting of management organizations, as well as unions, as legal entities for the purpose of suing or being sued.

Labour had complained bitterly about the provision that in action for damages and in prosecutions against management organizations and unions, the act of any member of such organization is presumed

to have been authorized by the organization, unless the contrary is shown. But although the unions had said that democracy itself was threatened by this provision, as far as he was aware it had not been used yet, and the Act has been in force for nearly two years, Mr. Heffernan said.

The new Act had set out definitely how far unions could go in picketing, whereas under the old Act they had not been sure of their rights, he remarked.

"Now, what has been the result since this bill was passed in March of 1959? None of the things that the labour leaders predicted have come true; there have been very few wildcat strikes... Both management and labour have accepted the terms of the new Trade-unions Act... there have only been a few cases where the courts have had to adjudicate upon the terms of the... Act," the speaker contended.

Referring to the federal Industrial Relations and Disputes Investigation Act, he contended that it should be "revised and streamlined so that the important ingredients of the Trade-unions Act of British Columbia are incorporated therein." In the case of unions certified under the federal Act it was doubtful whether the Trade-unions Act of the province would apply if a strike occurred, and he thought that the federal Government should pass legislation similar to the B.C. Act, "so that the same law will be applicable all across Canada."

#### Claude Jodoin

"We should make a more concentrated effort to learn about and to develop the causes of labour peace," Claude Jodoin, President of the Canadian Labour Congress, said in his address at the luncheon on the first day of the convention.

Although our society has been making tremendous strides in scientific and technical fields, it had made little progress in developing better human relations; and this, Mr. Jodoin continued, showed itself in employer-employee relations generally. There had been improvements, but not on the scale that could have been wished.

"Surely we should take care not to develop a habit of expecting governments to continuously pass laws in the hope that they will settle our problems. We feel that better labour-management relations are not likely to be the product of legislation. This must come rather from a development of trust and understanding and from experience in working together," the CLC President said.

He remarked on the keen interest that the CCA had shown in labour-management committees within the framework of collective bargaining, and he suggested that the possibility of closer co-operation in other matters should be explored. Safety, he thought, was a case in point.

The action of the Ontario Workmen's Compensation Board in raising contribution rates in the construction industry by 70 per cent "must be a very important matter to you," Mr. Jodoin remarked. An inadequate or ineffective safety program could be very costly both in money and in human suffering.

Some people in the labour movement are of the opinion that labour had been left

out of some safety programs. Mr. Jodoin continued. "We think the employees have just as great an interest [as employers] and surely the participation of the employees is vital to the success of any safety program."

The President of the Canadian Construction Association for 1961 is A. G. Sullivan, Foundation Maritime Ltd., Montreal, who was elected by the convention to succeed J. M. Soules, Robertson-Yates Corp. Ltd., Port Credit, Ont.

Among the chairmen of standing committees, whose appointment was announced by Mr. Sullivan after his election, were: Labour Relations—G. Milson, Montreal; and Wintertime Construction—Raymond Brunet, Hull.

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## Labour Legislation of the Past Decade—IV

Fourth of series of articles reviewing developments in labour legislation in Canada since 1950 begins review of industrial safety and health legislation

### Part 5—Industrial Safety and Health

During the decade, many developments took place in the various kinds of legislation aimed at the safety of work places and equipment and the control of industrial health hazards.

The basic purposes and methods of regulation in the earliest types of safety legislation, factory and boiler Acts, have not recently been changed, but a number of amendments were found necessary.

There were substantial developments in the legislation dealing with elevators and lifts, a type of legislation that secures the safety of the public as well as of people at work. The trend was to extend provisions that originally applied only to lifting devices in specified work places to passenger and freight elevators, wherever they are found, and also to some other types of lifting devices, among them ski tows. The amount of new legislation on this subject is considerable.

The growth of the gas and oil industry has resulted in new hazards and new ways of controlling them. A whole new body of legislation has grown up, applying to the stages of production, transportation, storage and distribution, and, finally, the design, installation and servicing of oil and gas burning equipment.

In the field of construction, in which the equipment used and the methods of work have until recently been largely a matter of local supervision, some provinces have increased their activities.

The safety legislation of the past decade reflects the increasing use being made by government authorities of the safety codes of standard-making bodies, particularly those of the Canadian Standards Association. Drafted by committees of technical experts, drawn principally from government and industry, these codes provide a uniform standard which can be made legally enforceable in any province when adopted as regulations by the appropriate authority, or used as a guide by government inspectors, employers, employees, and others concerned with the safety of workers and the public.

Before 1950 the provincial labour authorities were associated with the Canadian Standards Association in drafting the existing CSA codes concerning boilers and pressure vessels, elevators, electricity, mechanical refrigeration, identification of piping systems, head and eye protection, and window cleaning, and since that time have participated in the revision of existing codes and the development of new standards in other hazardous fields.

The past ten years have seen the development of safety codes for the woodworking industry (1952), for the guarding of punch presses at point of operation (1957), and codes governing the installation of oil-burning equipment (1957) and gas burning appliances and equipment (1958).



## Factories Legislation

At the beginning of the decade, in all provinces except Newfoundland and Prince Edward Island, Factories Acts had been in effect for a number of years. In Ontario, the legislation is called the Factory, Shop and Office Building Act; in Quebec, the Industrial and Commercial Establishments Act. In the other provinces they are called simply Factories Acts but, as in Ontario and Quebec, they cover other premises besides manufacturing plants.

Laundries and dry-cleaning plants and other places where goods are repaired or serviced are covered in all provinces; shops and office buildings in New Brunswick, Quebec, Ontario and Alberta; construction projects in Quebec; and amusement places in New Brunswick. (The Quebec Public Building Safety Act, administered by the factory inspectors, applies to office buildings of more than two storeys; stores having a floor area of more than 3,000 square feet; amusement places; and other public buildings.)

The general intent of these Acts is to require factories and the other work places covered by the Act to be kept in such a way that the safety or health of the persons employed will not be endangered. Each Act contains provisions regarding lighting, heating, cleanliness, ventilation, and space requirements; sanitary facilities; rest rooms and first aid; fire prevention and protection; guarding of dangerous machinery and places, dangerous substances and dangerous fumes; and, in most cases, limits upon excessive hours of work or night work of women and young people. Under most of the Acts, detailed regulations may be issued establishing safety rules for some particular premises, operation or substance.

Factory Acts have not been substantially changed in the decade, but amendments have been made on particular points and a number of important regulations dealing with particular premises or operations have been issued or revised. These changes are reviewed below.

### Quebec

In Quebec, the special regulations for the protection of employees working on construction projects, first issued in 1950, were replaced in 1956 and amended in 1958. As they now stand, they apply to any work of construction or demolition and to any "trench", meaning any excavation in the ground of 4 feet or more in depth, where the depth exceeds the width.

Every employer, before starting construction or excavating operations within the scope of the order, is required to notify in

writing the labour inspection office of the district where the operations are to be carried out. He is also required to submit drawings and specifications of a trench. Before being used in construction or trench excavating operations, all equipment, portable or otherwise, is to be examined by a qualified person designated by the employer. An inspector may, by written notice, require any equipment, including freight elevators, scaffolding, cranes, or other gear to be made safe and, in case of any imminent danger, "he shall order the immediate suspension of the operation of any apparatus and forbid the use of any defective tools and require the immediate repairing thereof."

The regulations set out specific standards in respect to hoistways, hoisting apparatus and cranes and derricks. An approved signal system must be installed to assure proper operation of freight and other elevators. Standards in respect to scaffolding were already required under the Scaffolding Inspection Act, scaffolding having been subject to special rules and inspection in Quebec since 1908.

Rules in regard to trench excavation deal with shoring and timbering, the use of drilling machines and explosives, provision of protective hats and protection from gases and fumes. Persons under 18 years of age may not be employed in trench drilling operations.

There is also a specific rule in respect to temporary floors in steel buildings, and this was amended in 1958. The provision now states that for the construction of steel structure buildings, a temporary floor of a specified standard is to be erected one floor under the one on which men are working. In the absence of such a temporary floor, the inspector, with the authorization of the chief inspector, may order the immediate evacuation of all or part of the building under construction.

In 1954, the *CSA Safety Code for the Woodworking Industry* was adopted as regulations under the Quebec Act. The Code, which is intended as a guide for the safe installation, operation and maintenance of woodworking machinery, deals primarily with "point of operation" hazards on machinery used in connection with the finishing of wood products. In the section on plant layout are set out rules for the proper location of machinery and the maintenance of floors and aisles. A number of requirements for machine control designed to safeguard the operator are listed and guarding requirements for specific machines such as circular saws and band saws are set out in

considerable detail. Among other operating rules, the regulations stipulate that a systematic inspection of all woodworking machines and safety equipment must be carried out; provide that operations involving special hazards must be done on suitable machines and require operators in some operations to be provided with goggles and other protective equipment.

## Ontario

The Ontario Act was amended several times in the period. In 1952, the requirements with respect to fire escapes were changed to provide that in factories, shops, office buildings or restaurants erected after July 1, 1952, outside fire escapes may not extend above the third floor. Previously, they could extend to the fifth floor.

The practice of requiring plans to be submitted for certain types of buildings before construction or alteration had been instituted as early as 1913. At the beginning of the decade, an owner was required to submit plans for any building intended to be used as a factory, or a building of more than two storeys in height to be used as a shop, restaurant or office building. A 1953 amendment authorized the Department of Labour to collect fees for its work in examining and approving the drawings and plans. In 1957, the requirement to submit plans was extended to one-storey buildings covering 5,000 square feet or more.

A number of changes were made in the period with respect to enforcement. In 1957 the provisions giving the inspector power to act when he finds a condition dangerous to the safety and health of persons in a factory were broadened and clarified and made specifically applicable to a shop, restaurant, office or office building. As reworded, the section provides that where an inspector considers that any place, matter or thing is a source of danger to employees or to the public he is to give notice in writing to the employer or owner directing him immediately or within a prescribed time limit to take such measures to guard the source of danger or to protect the safety and health of persons from the danger as he considers necessary. If the owner or employer fails to comply with the inspector's direction, the penalty set out in the Act is to apply.

Regulations applying to terminal grain elevators, first issued in 1946, were substantially amended in 1957. The particular hazard of such elevators is dust explosion, and to minimize the hazard the regulations lay down requirements in respect to structural design, ventilation, equipment, grain dryers, dust control systems, electrical equip-

ment, fire protection and other matters. The 1957 amendments made changes with respect to a number of these provisions.

## Manitoba

In 1957, the Manitoba Factories Act was repealed and re-enacted as Part IV of the Employment Standards Act, which also consolidated the legislation of the province dealing with hours of work and minimum wages.

The requirements upon factory employers were not fundamentally changed, except that stricter control was imposed upon the cleaning or servicing of machinery in motion. It may now only be done with the Minister's written authorization, which may include recommendations as to the safest method of doing the cleaning or servicing. As to premises, basement factories are prohibited except with the written authorization of the Minister. The permission may be conditional upon installation of a specified standard of lighting and ventilation.

## Alberta

In 1951, the administration of the Factories Act was transferred from the Department of Public Works to the Department of Industries and Labour (now the Department of Labour). The Act has not since been amended, but in 1954, as may be done by proclamation, several types of machinery and equipment, operated outside a factory, were brought under the Act. These were cranes and hoists, inclined carriage lifts, gravel-crushing and handling machinery, ditching and pipe-wrapping machinery, escalators and moving stairs, pipe lines, seismograph equipment and oil and gas well servicing rigs.

Regulations issued in 1953 required the standards of the *CSA Safety Code for the Woodworking Industry* (mentioned above under Quebec) to be followed by plants using woodworking machinery. The 1956 CSA code, *Canadian Standard Practice of Industrial Lighting*, and the *CSA Code for the Guarding of Punch Presses at Point of Operation* were also adopted as required standards in 1957. In 1959, the revised *CSA Code of Practice for Window Cleaning* was adopted.

The *Code for the Guarding of Punch Presses* covers most types of presses used for punching or stamping material or for similar operations. Among other general safety requirements, the Code specifies that one or more means of safeguarding the press at point of operation must be provided and used on every power press, depending on the method of feeding used.



The Code also sets out specifications for the construction and design of the types of guards used in various press operations.

The *Code of Practice for Window Cleaning*, first issued in 1949 and revised in 1959, applies to window cleaning operations performed on the outside of public or industrial buildings more than one storey high, or in which the sills of windows are located more than 10 feet above grade or adjoining flat roof. All window cleaning equipment used in Alberta in connection with premises under the Act must be constructed in accordance with the requirements of the Code. Also, window cleaners must be provided with specified safety equipment.

The regulations dealing with machinery and equipment in grain elevators, first issued in 1931, were re-issued in 1953, and were again revised in 1957 and in 1960. The effect of the changes is to introduce specific requirements with respect to the construction and maintenance of manlifts and em-

ployees' belt lifts and to require plans and specifications of employees' belt lifts to be submitted to the Chief Factory Inspector for approval before installation is commenced.

### British Columbia

The British Columbia Factories Act was substantially revised in 1951. A number of provisions which applied specifically to women and girls were removed. Provisions dealing with employment of children were deleted as being a matter dealt with by the Control of Employment of Children Act. The fire prevention and protection provisions were also removed because of the services available under the Fire Marshal Act. One of the major duties of the factory inspection staff is the administration of the elevator regulations under the Act involving inspection of all passenger and freight elevators in the province, which will be dealt with below.

## Elevators and Lifts Legislation

In 1950, all provinces except Newfoundland and Prince Edward Island had legislation laying down safety requirements for elevators, hoists and other lifting devices and providing for inspection, although the provisions varied in scope.

Two provinces, Manitoba and Saskatchewan, had special statutes providing for provincial control of almost all types of elevators and hoists. Factory legislation in the other six provinces laid down safety standards for lifting devices and provided for inspection. Municipal Acts in some provinces also authorized municipalities to pass by-laws regulating elevators and some municipalities had exercised their authority.

The first province to enact special legislation for the regulation of elevators and hoists was Manitoba. In 1916 it passed the Passenger and Freight Elevator Act, which provided for regular inspection of elevators, examinations for elevator inspectors and for the licensing of elevators and operators. It was replaced in 1919 by the Elevator and Hoist Act, which, among other changes, provided for the establishment of an Elevator and Hoist Board with authority to adopt rules and regulations pertaining to the safety of elevators and hoists, subject to the approval of the Lieutenant-Governor in Council. With some amendments this Act is still in force today, one change being that in 1952 the regulation-making power was given to the Lieutenant-Governor in Council, with the Board being retained as an advisory body.

The Manitoba Elevator and Hoist Act applies to lifting devices in any kind of premises and provides for a considerable degree of provincial control. Before new elevators, escalators or other hoisting apparatus are installed or extensive alterations made, plans must be submitted to the Department of Labour for approval. New installations must be constructed in accordance with the standards set out in the regulations and must be inspected before they are put into operation and periodically thereafter, a rule which also applies to elevators which have had extensive alterations. The regulations also provide for the licensing of elevators, prescribe examinations for operators' licences, set a minimum age of 18 for operators of power-driven elevators, lay down operating rules, and require the reporting of accidents.

In 1942 Saskatchewan followed Manitoba's example and passed special legislation, the Elevator and Hoist Act, which provided for provincial control over elevators and hoists and at the same time repealed the sections of the Factories Act dealing with these lifting devices. This Act, which was originally administered by the Department of Public Works and after 1944 by the Department of Labour, required elevator owners to be licensed, fixed a minimum age of 18 for elevator operators, provided for inspection and for the adoption of the *CSA Safety Code for Passenger and Freight Elevators*. In 1949 this Act was replaced by the Passenger and Freight Elevator Act.



The Saskatchewan Act and regulations provide for periodic inspection of all passenger and freight elevators in the province; for annual licensing of elevators, elevator contractors and operators of all passenger elevators not operating under fully automatic control; and require that plans and specifications of new installations must be submitted to the Department of Labour for prior approval and registration. All passenger and freight elevators are inspected twice annually to ensure compliance with the construction, installation, operation and maintenance standards set out in the regulations.

In British Columbia, provincial control of elevators was provided for in the Factories Act. All elevators, regardless of location, had been subject to inspection by factory inspectors since 1919, and when the Act was amended in 1951 passenger and freight elevators, escalators and dumbwaiters were specifically included in the definition of "factory". In addition to the provision for inspection in the Act, regulations issued in 1935 governing the installation, operation and maintenance of freight and passenger elevators, dumbwaiters and moving stairways constitute a comprehensive safety code for these types of lifting devices. Operators of passenger elevators must be at least 18 years of age and must pass an examination set by an inspector in order to qualify for a licence.

The Alberta Factories Act also provided for the regulation and inspection of elevators and in 1938 the *CSA Safety Code for Passenger and Freight Elevators* was adopted as regulations under the Act. The regulations would apply to nearly all, if not all, elevators in the province, since the Act covered all factories and also shops, hotels and restaurants except in places with a population under 5,000.

In Ontario, inspection of elevators and hoists in factories, shops, restaurants and office buildings was carried on by factory inspectors under authority of the Factory, Shop and Office Building Act, which also laid down standards for the construction and operation of elevators and hoists. In addition, the Municipal Act permitted municipalities to pass by-laws regulating passenger elevators but few had exercised this authority, a notable exception being Toronto.

In Quebec, elevators in industrial and commercial establishments were subject to regulation and inspection under the Industrial and Commercial Establishments Act, and elevators in public buildings were regulated under the Public Building Safety Act.

The factory Acts of New Brunswick and Nova Scotia also provided for inspection of elevators but provincial control was not as extensive as in British Columbia because of the limited coverage of the legislation. In Nova Scotia, only elevators in factories came within the scope of the Factories Act. In New Brunswick, where the factory legislation had a wider application, elevators in hotels, restaurants, stores, amusement places and office buildings as well as those in factories were subject to inspection.

In the decade between 1950 and 1960, the most important development in the field of elevator safety was the enactment of special legislation by three provinces, Ontario, Nova Scotia and New Brunswick. Ontario was the first to follow the example of Manitoba and Saskatchewan, passing the Elevators and Lifts Act in 1953. The Act, which went into force June 17, 1954, provided for provincial control over licensing and inspection of elevators and lifts. Similar legislation was adopted in Nova Scotia in 1956 and took effect January 1, 1958. In 1960, New Brunswick passed the Elevators and Lifts Act, to be brought into force by proclamation, at which time the sections of the Factory Act dealing with elevator safety will be repealed.

During this period also, several provinces adopted the *CSA Safety Code for Passenger and Freight Elevators*. Prior to 1950, the Code had been used as a guide for inspectors in a number of jurisdictions but only two provinces, Alberta and Saskatchewan, had adopted it in full. In 1953, Quebec issued new regulations under the Industrial and Commercial Establishments Act and the Public Building Safety Act which embodied the provisions of the Code. The elevators and lifts Acts enacted in Ontario and Nova Scotia specifically provided that inspectors were to apply the Code when inspecting new elevators and hoists. In 1960, Alberta, which had been the first province to adopt the earlier version, adopted the second edition as regulations under the Factories Act, effective January 1, 1961. New regulations under the Saskatchewan Passenger and Freight Elevator Act, which went into force January 1, 1961, also adopted the latest edition of the Code.

Another new trend was the extension of the legislation to certain types of lifting devices not previously covered. In 1950, in British Columbia, the regulations governing elevators and lifts were amended by the addition of new sections setting out rules for the construction and safe operation of moving stairways and power dumbwaiters. In 1954 Alberta issued a proclamation declaring cranes, hoists, inclined carriage lifts,

escalators and moving stairs as factories, thereby providing for regulation and control of such lifting devices. In 1959, aerial tramways, chair lifts, ski tows, rope tows and inclined passenger lifts were brought within the scope of the Alberta Factories Act and regulations were issued setting out safety rules for these types of lifting devices. Regulations governing the construction and operation of aerial tramways (defined to include ski tows and rope tows) were also issued in British Columbia during this 10-year period.

### New Elevator Acts

The purpose of the legislation enacted in Ontario, Nova Scotia and New Brunswick during this decade was to safeguard operators and other employees in establishments where lifting devices are installed, as well as the general public, and, in the case of freight elevators, to protect workers handling industrial materials in all types of industry.

To carry out this intent, the Acts provided for control by the Department of Labour at several points. No new installation may be commenced or any major alterations undertaken without the approval of the Department of Labour. In Ontario and Nova Scotia, no elevator or lift may be operated unless it is licensed, and once the New Brunswick Act comes into force, no person may operate an elevating device unless he is the holder of a valid certificate of inspection. The three Acts provide that every elevator and lift must be inspected at least once annually, the Ontario and Nova Scotia legislation adding a proviso that the inspections must be carried out by persons holding a certificate of competency. The Nova Scotia and Ontario Acts also provided for the licensing of elevator contractors. Provision was also made in the Ontario legislation for the licensing of elevator operators. All three Acts require the reporting of accidents and authorize the Chief Inspector to investigate such occurrences.

### Coverage

The coverage of the three Acts is very broad. All elevators, dumbwaiters, escalators, manlifts and incline lifts (defined to include ski lifts and ski tows) are subject to the legislation, except elevating devices within the scope of provincial mining Acts; feeding machines or belts or similar types of freight conveyors; freight ramps or platforms rising five feet or less; lubrication hoists or similar mechanisms; piling or stacking machines used within one storey; and temporary construction hoists. Elevators and lifts or other types of lifting devices used in private dwellings are exempted in

Ontario and Nova Scotia unless the owner makes application to come under the Act.

When passed, the Ontario legislation also excluded passenger elevators in Toronto and freight elevators in municipally owned buildings in Toronto because the municipal inspection service was considered adequate, but a 1960 amendment to the Act brought these elevators under provincial control, effective January 1, 1961. Other classes of elevators may be exempted by regulation and in Ontario and Nova Scotia elevating devices installed in or around barns and used exclusively for agricultural purposes, and certain types of small dumbwaiters have been exempted by this method.

### Inspectors

All of these Acts provide for the appointment of a Chief Elevator Inspector and an inspection staff. Inspectors are prohibited from having any direct or indirect interest in the manufacture, sale, installation or maintenance of elevator or lifts, and in Ontario and Nova Scotia are required to hold certificates of competency.

Regulations currently in effect in Ontario provide that an applicant for a certificate of competency must be at least 25 years of age; must obtain at least 60 per cent on the prescribed examinations, and must be able to prove that he is a qualified engineer or has had adequate training and experience in the design, construction, maintenance or inspection of elevating devices. There is no minimum age requirement in the Nova Scotia legislation nor is any specific educational standard set but, as in Ontario, the regulations stipulate that an applicant must be able to show that his training and experience are sufficient to make him competent to discharge his duties capably.

In Ontario and Nova Scotia, a certificate of competency may be issued to a representative of an insurance company provided he has the same qualifications as a government inspector. In addition, the insurer must file with the Minister a letter stating that the applicant has been employed to make inspections and certifying as to his integrity and ability and recommending that he be granted a certificate of competency.

In both Ontario and Nova Scotia, a certificate of competency may be cancelled or suspended if the holder is found to be untrustworthy or has been guilty of wilful negligence or falsification of reports. In addition, the regulations state that a government inspector may have his certificate suspended or cancelled if he is found to have any direct or indirect interest in the manufacture, sale, installation or maintenance of elevating devices.



As previously indicated, the Ontario, Nova Scotia and New Brunswick Acts state that every elevating device must be inspected at least once annually, the New Brunswick legislation further providing that the Chief Inspector may order additional inspections if he considers it advisable for reasons of safety.

In Ontario and Nova Scotia, if the inspection has been made by an insurance company inspector, the Chief Inspector may at any time require a further inspection by a government inspector. A copy of the report of each annual inspection made by the insurer must be filed with the Chief Inspector within 30 days unless the representative finds an unsafe condition, in which case the insurer must forward a copy of the inspection report within 24 hours. In Ontario, an insurer who cancels the insurance on an elevator or lift or rejects an application for insurance must notify the Chief Inspector immediately, giving the reasons for his action. The same rule applies in Nova Scotia if insurance is cancelled or rejected by reason of a defect known to the insurer.

In carrying out their duties, inspectors in Ontario and Nova Scotia are expressly required by the Act to apply to new installations of elevators, dumbwaiters and escalators the rules contained in the 1951 edition of the *CSA Safety Code for Passenger and Freight Elevators*. Such parts of the Code as the regulations require must be used during inspection of major alterations of elevators, dumbwaiters or escalators and of new installations or major alterations of incline lifts.

Under the three Acts, an inspector has the right to enter any premises where he has reason to believe that an elevator or lift is being installed or operated and to require the owner to comply with the Act or regulations within a specified time. In Ontario, however, an aggrieved person has 10 days in which to make a written appeal to the Minister, who may affirm, vary or cancel the inspector's directive.

### Licensing of Elevating Devices

In Ontario and Nova Scotia, a licence is required for the operation of every elevator, dumbwaiter, escalator, manlift or incline lift covered by the legislation. Licences are granted by the Chief Inspector and are valid for one year. The licence must designate the elevator or lift for which it is issued and state its maximum capacity. An elevator licence must be posted in the elevator car. Any other licence is to be kept in a conspicuous position on or adjacent to the lift for which it is issued.

A licence may be transferred upon application and payment of the prescribed fee. In both provinces, however, the regulations stipulate that the Chief Inspector may not transfer a licence while it is suspended or an unsafe condition exists or if the applicant owes fees or other expenses for which he is liable under the legislation.

The Chief Inspector may suspend a licence if the owner of the elevating device fails to comply with a notice or order of an inspector or if the licensee is more than 14 days in arrears in paying any fee or expenses for which he is liable under the Act or regulations. A licence may also be suspended if a major alteration has been commenced, or if the Chief Inspector believes that the elevator or lift is being operated contrary to the Act or regulations or that the insurer cancelled or rejected insurance because of non-compliance with the legislation.

When a licence is suspended, the Chief Inspector must send the licensee a notice giving the effective date and the reasons for the suspension and enclosing a copy of the sections of the regulations setting out conditions under which a suspended licence may be reinstated. The Chief Inspector may discontinue the suspension on written order whenever he is satisfied that conditions have been remedied.

After the New Brunswick Act comes into force, an owner may not operate an elevating device without a certificate of inspection signed by the Chief Inspector. The form of the certificates and the conditions under which they will be issued will be prescribed by regulation.

### Registration of Contractors

As well as requiring the licensing of elevating devices, the Ontario and Nova Scotia Elevators and Lifts Acts authorize the Lieutenant-Governor in Council to issue regulations providing for annual registration of contractors. Regulations issued in both provinces state that no person may engage in the business of constructing, installing, altering, repairing, servicing or testing elevating devices without being registered with the Chief Inspector.

Under the Ontario regulations, the Minister has authority to suspend a contractor's registration for a violation of the legislation or for allowing an elevator under his control to be used while it is in an unsafe condition or is overloaded. A registration may also be suspended if the contractor is guilty of negligence or incompetence, if he knowingly permits a subcontractor to be so negligent as to cause a hazard to persons or freight, or if he performs any



work or allows a subcontractor to work while his ability is impaired by the use of alcohol or drugs. The same rules apply in Nova Scotia, except that in that province the authority to suspend or cancel a contractor's registration is given to the Chief Inspector rather than to the Minister.

### **Licensing of Operators**

Still another form of control in Ontario is the provision for the licensing of elevator operators. All elevator attendants must be licensed except operators of automatic elevators or incline lifts which meet the requirements set out in the regulations. To qualify for a licence a person must be at least 18 years of age and have had sufficient experience under the supervision of a licensed attendant to appreciate all the dangers connected with elevator operation and to operate the elevator safely.

### **Plans and Specifications**

Both the Ontario and Nova Scotia Acts expressly state that drawings and specifications of all new installations or major alterations must be approved before work is begun. In Ontario, drawings and specifications giving detailed information as to the size, composition and arrangement of the proposed new installation or major alteration are examined by an engineer of the Department. In Nova Scotia, plans and specifications must be approved by the Chief Inspector. The new Brunswick Act lays down no specific requirement but leaves the matter to be dealt with by regulation.

### **Reporting of Accidents**

Similar reporting requirements are laid down in the three Acts. If an accident occurs which causes injury to any person, if the emergency supporting devices engage, or if an elevator, dumbwaiter, escalator, manlift or incline lift falls freely, the owner must notify the Chief Inspector in writing within 24 hours. If the accident results in death or in injury which may cause death, the owner must notify the Chief Inspector by telephone or telegraph immediately, and no person may disturb any wreckage or article connected with the accident, except to save life or relieve suffering, without the permission of an inspector. On receipt of notice, the Chief Inspector must initiate an investigation to determine the cause of the accident or occurrence.

### **Offences**

All three Acts forbid an owner to operate an elevator or lift unless it complies with the Act and regulations. No person may operate an elevating device if its load

exceeds the maximum capacity as designated in the licence, or in Ontario and Nova Scotia if he has reason to believe that it is otherwise unsafe.

Penalties are provided for breaches of the legislation. Each additional day on which a violation is continued is deemed to be a separate offence.

### **Regulation of Other Lifting Devices**

As has been noted, some types of lifting devices not previously regulated were brought under provincial control during this period. In 1950, British Columbia issued safety rules for moving stairways and power dumbwaiters that require, among other provisions, the installation of guards and safety devices and provide for strict tests either in the manufacturer's plant or on installation.

The regulations governing inclined passenger lifts issued by Alberta in 1959 follow the same pattern as other legislation adopted during this period and provide for prior approval of plans and regular inspections.

### **Ski Tows, Aerial Tramways**

As has been indicated, a number of provinces where skiing is becoming an increasingly popular sport made provision for the regulation and inspection of ski tows and similar types of aerial tramways during this period.

Special regulations were issued in British Columbia and Alberta. In Ontario and Nova Scotia, provision was made for the licensing and inspection of ski tows and rope tows under the new elevators and lifts Acts and similar provisions will come into effect in New Brunswick when the Act is proclaimed.

Although no special regulations have been issued, ski tow installations have been subject to inspection by Department of Labour inspectors in Quebec for some time, being considered to be within the scope of the Public Building Safety Act. It has been the practice to make inspections of installations shortly after the first snowfall and once again at the peak of the season.

The first province to adopt special regulations for ski tows and other types of aerial tramways was British Columbia. In 1950, the Chief Inspector of the Department of Railways made a tour of the larger chairlift installations in British Columbia, Alberta and northwestern United States and issued a report on his findings. As a result, in 1952, regulations were issued under the Railway Act that specified that all construction had to be under the supervision of a qualified engineer and provided for annual inspections. These regulations, reissued in 1959, now govern the location, construction and

operation of aerial tramways, including chair lifts, cable cars and ski tows, and provide for control by the Department of Commercial Transport at several points.

Before any construction is commenced, the Minister of Commercial Transport must first approve the general location of any proposed aerial tramway. After the site has been approved, the tramway company must then submit a plan and profile of the proposed installation for the Minister's approval.

Appliances and appurtenances must also be approved. Detail plans and cross-sections for wooden or steel terminals and intermediate towers are to be sent to the Chief Inspector of the Department, who must also approve working drawings or blue prints of all mechanical details and appurtenances.

The regulations also provide for checking by inspectors during the manufacturing stage. A manufacturer's certificate, properly signed and notarized, must be sent to the Chief Inspector for every travelling or track wire rope on which passengers are to be carried or upon which depends the safety of any aerial tramway operation. Among other data, this certificate must show the specification of the material used, the tensile strength of the wire and the ultimate strength of the rope. Common black pipe may not be used as the main support of chairs unless it has passed destruction and bend tests satisfactory to the Department and witnessed by an inspector.

All chairs are to be tested at the completion of manufacture. If necessary, the Chief Inspector or an inspector may order that rope clamps or chair attachments be stress-relieved and X-rayed after manufacture and an affidavit certifying that this has been done forwarded to the Department.

Specific requirements are also laid down for other attachments and equipment. All electrical wiring and apparatus must conform with the requirements of the regulations under the Electrical Energy Inspection Act of the province. All pressure vessels and air receivers used are to be constructed in accordance with the Department of Railways Boiler Code. Pressure vessels are to be inspected before being placed into service and annually thereafter.

In addition to the above provisions designed primarily for the protection of passengers, other provisions require adequate lighting in all establishments where workmen are employed, and the guarding of gearing, machinery and shafting.

Before an aerial tramway may be put into operation, it must be inspected. If found to be safe, a certificate will be issued

which must be placed in a conspicuous position open to public view. Normally, a certificate of inspection is valid for 12 months but may be issued for a shorter period if the inspector thinks it advisable. If the inspector finds any defects, he may refuse to grant a certificate or he may order out of service any aerial tramway which he considers unfit or dangerous to operate. Where necessary, he may order any part removed and demand that drawings and specifications be submitted and tests made to satisfy himself that the installation is safe.

The regulations also provide for regular inspections by the owners. Every tramway company must appoint an experienced person to carry out repairs, inspections and tests. Daily inspections must be made of all parts and appurtenances pertaining to the safe operation of the tramway, with particular attention to the condition of the travelling rope and chair attachments. Chairs and platforms are to be inspected daily and brakes tested. Cable clamps are to be checked at specified intervals; also table clips and the foundations of towers and alignment of sheaves are to be inspected regularly. The maintenance foreman is required to keep a daily record of all operating conditions and repairs and to file a copy with the Department every month. It is also his duty to see that all repairs have been made before the tramway is returned to service and to inform the inspector of any defects in any tramway under his charge.

No licensing requirements are laid down for operators but attendants must be properly trained as to the handling of the public and operating the apparatus.

Penalties are provided for operating a tramway without a valid certificate of inspection, for failure to comply with an inspector's orders and for other breaches of the regulations.

The second province to issue special regulations for elevating devices used in ski resorts was Alberta. In 1959, a proclamation was issued extending the coverage of the Factories Act to aerial tramways, chair lifts, ski tows, rope tows and inclined passenger lifts, with the result that these elevating devices became subject to inspection by the Factories Branch. That same year, regulations were issued governing the construction, operation, maintenance and inspection of aerial tramways, chair lifts, ski tows and rope tows.

The requirements are similar to those in British Columbia. Plans must be submitted for approval; the parts and attachments must

*(Continued on page 284)*



## Many Employers Prefer an Older Worker

In the smaller communities of Canada only a small amount of effort is necessary to persuade employers to accept services of workers above the age of 45 years, officials of the National Employment Service in the Atlantic Region have found

In the smaller communities of Canada little effort is needed to persuade employers to accept the services of workers over the age of 45 years, it is reported by the National Employment Service in the Atlantic Region. In fact it has been found that owing to their greater skill or experience they are often preferred to younger workers.

When a new supermarket was opened recently in Bridgewater, N.S., a work force of 34 was recruited by the National Employment Service. In this group, six persons between the ages of 45 to 55 years were chosen to "add a steadying influence."

Some "pockets of resistance" to the hiring of older workers are still found, however, mainly in some national firms and on the part of some of the larger employers in heavy industry, where the "no employment" sign invariably confronts men above 40 years of age.

The campaign begun by Hon. Michael Starr, Minister of Labour (L.G., Nov. 1959, p. 1172; May 1960, p. 459) and the distribution of the NES booklet, *How Old is Old?* have borne fruit in increased willingness on the part of employers to consider the older worker, and have given new hope to job seekers over 45 years of age.

The National Employment Service reports a number of cases in which it has been able to find employment for older workers, sometimes for persons far past the age at which persons are generally considered to be no longer fit for steady work.

The placement officer at the NES office in Sussex, N.B., with difficulty, persuaded an employer to hire an experienced 85-year-old cook to work for a logging crew of from 15 to 18 men. At the close of the season, the employer said that this cook was one of the best he had had in the 20 years he had been operating.

A man of 49 years of age, married with two dependents, had retired from the RCMP Marine Division owing to ill health, after 28 years of service. NES, finding that he was well educated, had a pleasant personality, and had had long experience in dealing with the public, was successful in finding him employment as a salesman with a real estate firm. He has been very successful in his new line of work, and his employer predicts a rewarding future for him.

Another applicant, an ex-serviceman, married, with four dependants, aged 58 years, who had been employed for 30 years as a shipwright constructing wooden pleasure craft, was thrown out of work by the introduction of new methods of fabricating plastic hulls. As a result of efforts extending over a period of six months, the National Employment Service succeeded in placing him as a property overseer with a real estate dealer. In this work, his experience in inspection, property maintenance and estimates of job costs has been valuable.

In another case, a single man, aged 45 years, with a Grade 11 education, was obliged to give up his employment as a deepsea ship's officer because of malaria. He was placed in several temporary jobs, but his age in addition to the fact that he was an ex-mariner made it hard for him to find suitable employment.

This man was finally placed with the National Harbours Board as a clerical messenger. This employment required a person of intelligence, thoroughly reliable, highly aggressive, and preferably with a good knowledge of marine cargo documentation, cargo clearance, ship berthing, customs and import-export cargo storage.

In another case, a woman of 61 years of age who had more than 40 years' experience in various positions, mainly clerical, was having difficulty in getting employment. Having had experience in housework and supervision, she was eventually placed in a position in a religious institution which had had trouble in getting a suitable person. This applicant has proved to be a very satisfactory employee.

Although the days of wooden ships are almost over, in Lunenburg, N.S., there is still a demand for the builders of such ships, and when occasion arises several 80-year-old men answer the call of the National Employment Service.

In all the cases outlined the applicants had experience and maturity in their favour, and it is the value of these qualities that the NES is trying to impress upon employers in persuading them to consider employing the older worker.

Material for this page was supplied by J. C. Macneill, Atlantic Region Public Relations Officer, Unemployment Insurance Commission.



## Courses for Unemployed Women

In co-operation with NES, Hamilton, Ont., YWCA conducts courses designed to increase proficiency and combat the boredom and discouragement accompanying unemployment. At the end of January, 78 girls and women were participating

Courses designed to increase the proficiency of unemployed women and to provide companionship and purposeful activity to combat the boredom and discouragement that accompany unemployment are being conducted by the YWCA in Hamilton, Ont., in co-operation with the National Employment Service.

Screening of applicants is handled by the National Employment Service. Because of the larger number of unemployed women in the younger age groups, women from 18 to 35 years have been given preference. Married women are eligible if the husband is either seeking work or holding a temporary job or if the family income is insufficient to support the family.

Three basic courses are offered. Practice typing classes are held three times a week to improve speed and accuracy. For this course previous knowledge of typing is necessary as no typing instruction is given. Through English classes, held twice a week, it is hoped to help new Canadians who, because of lack of facility in the language, have difficulty in securing a job. To assist the girls and women to gain poise and confidence, and give them advice on how to apply for a job, classes in personal improvement are conducted once a week. They are particularly helpful for salesgirls, waitresses and any others who hope to get a job dealing directly with the public.

The YWCA is also offering classes in dressmaking and millinery. The girls and women supply their own material and patterns and are instructed in the use of sewing machines and in how to make and alter clothing.

The entire program is organized without extra funds. Courses are free of charge and there is no limit on the enrolment. The classes are held at the YWCA building; equipment and supplies for typing classes have been made available by local business machine firms and paper companies; a teacher and textbooks for the English classes have been provided by the Ontario Department of Education. The other teachers and supervisors are mainly volunteers.

At the end of January, 78 girls and women were registered for the courses. Thirty-eight of them were under 20 years of age, 13 between 20 and 30; 12 between 30 and 40; and 13 were over 40. Of these,

19 have completed Grade 8 or its equivalent in Great Britain or Europe; 24 Grade 9; 19 Grade 10; 11 Grade 11 and 3 Grade 12. Some have had from a few months up to two years of business training. About 20 of the participants are new Canadians, mostly of Italian origin.

Weekly reports on attendance, speed and accuracy in typing, drop-outs and other information concerning participants are furnished by the YWCA to the NES. The NES is responsible for job placement and gives preference in referrals to girls and women who are taking the course.

Attendance at the classes has been fairly regular. There have been nine drop-outs during the first month and six participants have found employment. The courses were originally to run for 10 weeks but it is now expected that they will be continued for a longer period.

### Grant Montreal Protestant Teachers Equal Pay

Effective from September 1961, men and women teachers employed by the Protestant School Board of Greater Montreal are to receive equal pay. Under the current salary schedules a woman teacher is paid from one hundred to two hundred dollars a year less than a man even though she has equivalent professional training and experience.

An additional allowance, at present payable to a man teacher supporting his wife and to men and women teachers supporting dependent children or relatives, will be discontinued under the new salary schedules.

### First Woman President of Civil Service Institute

Miss Frances E. Goodspeed, a scientific officer in the Fuels Division of the Department of Mines and Technical Surveys, has been elected President of the Professional Institute of the Public Service of Canada. She is the first woman to be so honoured in the 41-year history of the Institute.

A native of Saint John, N.B., Miss Goodspeed received her high school education in Winnipeg and Ottawa and was graduated from Queen's University at Kingston, Ont., where she specialized in chemistry. She has been a member of the Institute's Board of Directors since 1957 and became First Vice-President in 1960.

## 50 Years Ago This Month

Urging government investigation into accidents to railway employees, member of Parliament tells House of Commons in February 1911 that in preceding year one Canadian trainman in every 199 had been killed, and one in 33 injured on duty

In moving that the Government should make a thorough investigation into the question of accidents to railway employees, the member for South Grey told the House of Commons in February 1911 that one trainman in every 199 had been killed, and one in every 33 injured on duty during the preceding year.

He contended that although laws for the protection of trainmen in Canada were similar to those in the United States, the laws were better enforced there. He drew a comparison between the methods of inspection and law enforcement employed by the U.S. Interstate Commerce Commission and those used by the Board of Railway Commissioners in Canada.

He pointed out that although the Board employed inspectors to inspect cars and devices intended for the protection of railway employees, it was not the duty of the Board or of any of its officers to lay information when laws or regulations were not obeyed. The result was that the person injured, or someone else, had to institute proceedings. He remarked that a railway employee would probably hesitate to bring an action against the railway company for fear of losing his job.

In 1907 a law had been passed in the United States making it unlawful for a railway company to require or allow an employee to remain on duty for more than 16 consecutive hours, the member said. In Canada, although the Canadian Pacific Railway and the Grant Trunk Railway had regulations of their own placing some limit on hours of work, he implied a doubt as to how far they were enforced.

The member said he had been informed that when the question of limiting hours of work had been mooted by the Board of Railway Commissioners a few years before, the engineers and firemen had been in favour of it, but the conductors and brakemen had been against it. He thought it likely that railway employees, for the sake of the extra pay, might choose to work longer than was consistent with their own and the public's safety.

The Minister of Railways and Canals, speaking in the ensuing debate, which was reported in the LABOUR GAZETTE of March 1911, outlined some of the reasons for the

high accident rate on the railways and some of the measures being taken to reduce it. He pointed out that considering the higher proportion of double track in the United States, which helped to reduce accidents, there were relatively far fewer accidents in Canada.

The Minister of Labour corroborated the statement of his colleague. He quoted statistics compiled from Canadian sources and from the reports of the U.S. Interstate Commerce Commission and the British Home Office, which showed that in 1907 the number of railway employees killed, as a proportion of those of all classes employed, was 1 in 478 in Canada, 1 in 369 in the United States and 1 in 1,221 in Great Britain. In 1908 it was 1 in 499 in Canada and 1 in 422 in the United States. In 1909 it was 1 in 650 and 1 in 576, respectively.

The proportion of employees injured to those employed in 1907 was 1 in 106 in Canada, 1 in 19 in the United States, and 1 in 29 in Great Britain. In 1908, it was 1 in 91 in Canada and 1 in 17 in the United States and in 1909, 1 in 132 and 1 in 20 respectively, the Minister said.

Taking the numbers of trainmen only—comprising what are now called the running trades—he said that the proportion of employees killed in 1907 was 1 in 136 in Canada, 1 in 125 in the United States and 1 in 1,084 in Great Britain. In 1908 it was 1 in 168 in Canada and 1 in 150 in the United States, and in 1909 it was 1 in 172 in Canada and 1 in 205 in the United States.

The proportion of trainmen injured had been: in 1907—1 in 26 in Canada, 1 in 8 in the United States, and 1 in 35 in Great Britain; in 1908—1 in 23 in Canada, and 1 in 8 in the United States; in 1909—1 in 28 in Canada, and 1 in 9 in the United States.

Among a number of statements on the question of railway accidents quoted by the Minister from American sources was one taken from an article published in *McClure's Magazine* for June 1910: "In 21 years the percentage of employees killed or injured on the railways of the United States has nearly doubled. At the present rate, it would take only 17 years to kill or injure all the employees now on the rolls."



# TEAMWORK in INDUSTRY

Not a single layoff or grievance in the last four years is the happy situation at the Clarkson, Ont., plant of the St. Lawrence Cement Co.—and management and union spokesmen declare that the credit belongs to the plant's joint consultation committee.

Reorganizations within the plant, and the entire labour force structure, are first discussed by the committee and the executive board of Local 366, United Cement, Lime and Gypsum Workers' International Union. Later the committee hammers out recommendations based on its findings, and passes these on for management approval. In this way union and company have been able to provide a cushion to protect the individual against the sort of hardship that would result, say, from automating his job. Joint, open discussion of vital problems involving personnel has thus enabled the committee to come up with alternatives to layoffs ever since 1956.

\* \* \*

Staff relations at Penticton Hospital in Penticton, B.C., have "improved noticeably" since the formation last June of a labour-management committee, reports Jim Hume, chairman of the hospital board's personnel committee, who was chairman of the union-management body during its first six months of operation.

Each month since the inception of the committee, a staff member of the Penticton General has outlined for labour and management representatives the duties and responsibilities of his or her department. This innovation has succeeded in promoting team spirit by broadening understanding of the way in which the various departments must work together if the hospital is to function with maximum efficiency.

Looking back over the committee's initial six months of activity, Mr. Hume commented: "Members of the lay staff are finding that department heads and board members are not as remote as they once seemed. And we of management are realizing that our employees have the interests of the hospital at heart."

\* \* \*

A "visiting member" plan introduced by the firm's 16-year-old labour-management production committee has stepped up employer-employee communications at the St. Lawrence Corporation's mill in Three Rivers, Que.

Under the plan, two additional representatives are selected periodically from management and labour to attend committee meetings as observers. An increasing number of personnel are thus being put "in the picture" regarding committee aims.

Roger Poitras, President of Local 136, International Brotherhood of Pulp, Sulphite and Paper Mill Workers, and Joseph Fontaine, President of Local 234, United Paper Makers and Paper Workers, represent labour on the committee. Mill manager W. K. Hastey, has described the LMPC's work as "an invaluable asset to the Three Rivers mill."

\* \* \*

President Murray Brink of Johnston Terminals Ltd., Vancouver, reinforces good labour-management relations at the trucking firm with his ability to interest truck drivers in the facts behind the figures. At a recent meeting he held the attention of 130 drivers and warehousemen for two hours as he discussed the firm's annual report.

It was the third year in which he has spent an evening discussing minute details of company business with employees and answering their questions. He often compares company actions with household decisions, relating bonded indebtedness to mortgages, comparing depreciation of capital equipment with depreciation of the family car.

"If shareholders of a public company are entitled by law to a report of its balance sheet, then surely so are the employees who have invested their time and effort," Mr. Brink says.

Blair Whitelock, business agent for Teamsters Local 31, which has 2,000 men in local cartage firms, attended the meeting with two other union officials.

\* \* \*

A novel project undertaken by representatives of Alberta's clergy, judiciary, labour and management seeks to encourage development of a new spirit of trust in industrial relations.

Central United Church in Calgary was the scene recently of an "Industrial Thanksgiving Day" during which services were held to stress the importance of adapting Christian rules of conduct to the relationships between employer and employed.

Establishment of Labour-Management Committee is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.



# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during January. The Board issued three certificates designating bargaining agents, ordered two representation votes and rejected two applications for certification. During the month the Board received five applications for certification and permitted the withdrawal of two applications for certification.

### Applications for Certification Granted

1. National Harbours Board Police Brotherhood, Montreal, on behalf of a unit of employees of the National Harbours Board, employed in the Harbour Police Force and the Jacques Cartier Bridge police detail at Montreal, Que. The Montreal Harbour Police Brotherhood (Ind.) intervened (L. G., Feb., p. 153) (See also "Applications for Certification Rejected," below).

2. International Association of Machinists, on behalf of a unit of cafeteria employees of Trans-Canada Air Lines, employed at its overhaul base at the Montreal Airport (L. G., Feb., p. 153).

3. Transport Drivers, Warehousemen and Helpers' Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of drivers and helpers employed by Wm. C. Norris Ltd., working in and out of its terminals at Montreal, Que., and Toronto, Ont. (L.G., Feb., p. 154). The Union of Employees of Wm. C. Norris Ltd. intervened.

### Representation Votes Ordered

1. Canadian Brotherhood of Railway, Transport and General Workers, applicant, Sydney Transfer and Storage, Limited, Sydney, N.S., respondent, and The Employees Better Relations Union, intervener (L.G., Dec. 1960, p. 1294). The Board directed that only the name of the applicant be on the ballot (Returning Officer: D. T. Cochrane).

2. General Truck Drivers' Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Moloughney's Van and Storage Limited, Ottawa, Ont., respondent (L.G., Dec. 1960, p. 1294) (Returning Officer: G. A. Lane).

### Applications for Certification Rejected

1. The Montreal Harbour Police Brotherhood (Ind.), applicant, National Harbours Board, Montreal, Que., respondent, and the National Harbours Board Police Brotherhood, Montreal, intervener (L.G., Feb., p. 153). The application was rejected because it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board (See also "Applications for Certification Granted," above).

2. Seafarers' International Union of North America, Canadian District, applicant, Foundation Maritime Limited, Halifax, N.S., respondent, and the Canadian Brotherhood of Railway, Transport and General Workers, intervener (L.G., Jan., p. 43). The application was rejected for the reason that evidence was submitted to the Board at the hearing, which the Board accepted, that certain of the persons claimed as members of the Seafarers' International Union of North America, Canadian District, as part of the majority which it claimed for the purpose of the application had not in fact paid union dues or admission fees in accordance with the requirements of Section 15 of the Rules of Procedure as alleged by the Seafarers' International Union of North America, Canadian District; and further that the Board was not satisfied that the membership records of the Seafarers' International Union of North America, Canadian District, submitted in this case may be relied upon as evidence that the applicant had a majority of the employees affected as members in good standing.

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

## Applications for Certification Received

1. National Association of Broadcast Employees and Technicians, on behalf of a unit of employees of Baton Aldred Rogers Broadcasting Limited, Agincourt, Ont. (CFTO-TV) (Investigating Officer: T. B. McRae).

2. Toronto Newspaper Guild, Local 87, American Newspaper Guild, on behalf of a unit of employees of Baton Aldred Rogers Broadcasting Limited, Agincourt, Ont. (CFTO-TV) (Investigating Officer: T. B. McRae).

3. International Longshoremen's Association, on behalf of a unit of longshoremen employed by Hamilton Terminal Operators Limited, Hamilton, Ont. (Investigating Officer: A. B. Whitfield).

4. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Motion Picture Studio Production

Technicians, Local 873, on behalf of a unit of employees of Baton Aldred Rogers Broadcasting Limited, Agincourt, Ont. (CFTO-TV) (Investigating Officer: T. B. McRae).

5. International Association of Machinists on behalf of a unit of employees working in the Freight Department of The Quebec North Shore & Labrador Railway Company, Sept-Iles, Que. (Investigating Officer: C. E. Poirier).

## Applications for Certification Withdrawn

1. Seafarers' International Union of North America, Canadian District, applicant, and Sannie Transportation Company Ltd., Vancouver, B.C., respondent (unlicensed personnel) (L.G., Feb., p. 153).

2. Seafarers' International Union of North America, Canadian District, applicant, and Northland Shipping Co. Ltd., Vancouver, B.C., respondent (unlicensed personnel) (L.G., Feb., p. 154).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administration arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are contained in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprise British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.



# Conciliation and Other Proceedings before the Minister of Labour

## Conciliation Officers Appointed

During January, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Hamilton Shipping Company Ltd., Yorkwood Shipping & Trading Co. Ltd. and the Hamilton operations of Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Caledon Terminals Ltd., Pittston Stevedoring Corp. of Canada, and Local 1654, Hamilton, of the International Longshoremen's Association (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

2. Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Caledon Terminals Ltd. and Pittston Stevedoring Corp. of Canada, and Locals 1869 and 1842, Toronto, of the International Longshoremen's Association (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

3. Seaway Forwarding Agencies Limited, Sarnia, Ont., and Local 1854 of the International Longshoremen's Association (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

4. Tippet-Richardson (Ottawa) Limited, Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: T. B. McRae).

5. The St. Lawrence Seaway Authority, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officers: F. J. Ainsborough and T. B. McRae).

6. B.C. Air Lines Limited, Vancouver, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie).

7. Saguenay Terminals Limited, Port Alfred, Quebec, and National Syndicate of Longshoremen of Ha! Ha! Bay (Conciliation Officer: Rémi Duquette).

8. Saguenay Terminals Limited, Port Alfred, Quebec, and National Syndicate of Salaried Employees of Saguenay Terminals Limited (Conciliation Officer: Rémi Duquette).

## Settlements Reported by Conciliation Officers

1. Quebec Central Transportation Company, Sherbrooke, Que., and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: Rémi Duquette) (L.G., Feb., p. 155).

2. Consolidated Freightways, North Burnaby, B.C., and Officer Employees'

International Union, Local 15 (Conciliation Officer: G. R. Currie) (L.G., Feb., p. 155).

3. Eastern Canada Stevedoring Co. Ltd., Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, Local 264, Halifax, N.S. (Conciliation Officer: Rémi Duquette) (L.G., Nov. 1960, p. 1141).

4. Canadian Broadcasting Corporation (building and maintenance employees) and Association of Radio and Television Employees of Canada (Conciliation Officer: F. J. Ainsborough) (L.G., Oct. 1960, p. 1029).

5. Cadwell Marine Limited, Niagara Falls, Ont., and Seafarers' International Union of North America, Canadian District (Conciliation Officer: F. J. Ainsborough) (L.G., May 1960, p. 467).

6. Canadian Pacific Air Lines, Limited, Vancouver, and Canadian Air Line Pilots Association (Conciliation Officer: G. R. Currie) (L.G., April 1960, p. 369).

## Conciliation Boards Appointed

1. The Western Union Telegraph Company, Cable Division, and American Communications Association (no Conciliation Officer appointed previously).

2. Three Rivers Radio Inc., (Station CHLN) and National Association of Broadcast Employees and Technicians (L.G., Nov. 1960, p. 1141).

## Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in November to deal with a dispute between Trans-Canada Air Lines, Montreal, Que., and Canadian Air Line Flight Attendants' Association (L.G., Jan., p. 45) was fully constituted in January with the appointment of the Honourable Mr. Justice André Montpetit, Montreal, as Chairman. Mr. Justice Montpetit was appointed by the Minister on the joint recommendation of the other two members, Robert E. Morrow, Montreal, and Harry Crowe, Ottawa, who were previously appointed on the nomination of the company and union, respectively.

## Board Reports Received during Month

1. Quebecair Inc., Rimouski, Que., and Canadian Air Line Pilots Association (L.G., Dec. 1960, p. 1295). The text of the report is reproduced below.

2. Canadian National Railways (Niagara, St. Catharines and Toronto Railway-Motormen, Conductors and Bus Operators) and



Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division No. 846 (L.G., Dec. 1960, p. 1295). The text of the report is reproduced below.

3. Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild (L.G., Nov. 1960, p. 1142). The text of the report is reproduced below.

## Appointment of Conciliation Board Terminated

The Hamilton Harbour Commissioners, Hamilton, Ont., and the International Longshoremen's Association (L.G., Jan., p. 45). The appointment of the Conciliation Board was terminated for the reasons that the operations of the company were taken over by another concern and The Hamilton Commissioners consequently no longer has any employees.

# Report of Board in Dispute between

Quebecair Inc., Rimouski, Que.

and

Canadian Air Line Pilots Association

The Board of Conciliation and Investigation which you appointed to hear the above dispute has the honour to make the following report and recommendation.

The Board was composed of Harold Lande, Q.C., as Chairman, Arthur Matteau of Montreal as nominee of the employer and Cleve Kidd of Toronto as nominee of the union.

The dates of the sittings of the Board, the presence of the members and witnesses present are set forth on the form required by Section 32(6) of the Act.

The present award results from an attempt to negotiate the first contract between the parties, since the union was certified for the first time as the bargaining agent for the employees on March 11, 1960. The parties were never able to effect a final agreement due to a strained atmosphere which arose during negotiations. However, before the negotiations broke up, the parties had agreed on many clauses of a proposed contract and had initiated or signed the agreement on these points through their authorized representatives. At that time the following points had not been resolved. The section numbers are taken from the union's proposed draft agreement:

- Section 3—Rates of Pay
- Section 5—Paragraph F—One Free Move
- Section 10—Hours of Service and Special Flight time and Pay Credit
- Section 14—Loss of Seniority
- Section 15—Pilots System Seniority List
- Section 19—Filling of Assignments
- Section 27—General
- Section 28—Duration.

Since the parties were unable to conclude their final contract the employer has declared that it does not consider itself bound by its acceptance in writing of any of the terms during negotiations. Consequently it has been the task of the present Board to recommend a complete contract on every point.

At the outset it should be stated that the standard contract between a union representing the airline pilots and a commercial passenger airline is very different from the union contract obtaining generally in industry. The highly technical skill involved in the operation of a commercial airplane, the superior human qualities required to qualify as a pilot as well as the precautions for safeguarding the public, make this type of union employee the highest paid in the country (in Canada as high as \$18,000 per annum and in the United States as high as \$24,000 per annum), and necessitates many complicated and highly technical clauses with respect to the rights and obligations of the pilots that are not found and not required in other union contracts.

In consequence the award to be made herein could only be arrived at by a study of the type of contract existing in other airlines in Canada and also the United States. It should also be added that there are only

During January, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with a dispute between Quebecair Inc., Rimouski, Que., and the Canadian Air Line Pilots Association.

The Board was under the chairmanship of Harold Lande, Q.C., of Montreal. He was appointed by the Minister in the absence of a joint recommendation from the other two members, Arthur Matteau, Montreal, and Cleve Kidd, Toronto, nominees of the company and union, respectively.

The report is reproduced here.

about four other airlines operating in Canada which could be used as a comparison although these in turn have their counterpart more numerically in the United States.

At the hearings the union presented evidence to show the type of contracts, the customary clauses, hours of work and rates of pay of three other Canadian airlines—Trans-Canada Airlines, Canadian Pacific Airlines and Pacific Western Airlines (which operates in British Columbia). Evidence also was submitted to show conditions obtaining in various American airlines. Although it was well represented at the hearings, the employer made no evidence whatsoever on its own behalf. Neither did it submit any evidence to refute any of the union's submissions.

The Board was advised that due to a so-called preliminary and unauthorized "strike" during negotiations last July and August 1960, the employer had on or about August 15, 1960, dismissed all of the existing employees (about 31 pilots) and had slowly taken on a complete new staff of pilots, including 13 former pilots and approximately 17 new ones who did not form part of the original bargaining unit. All of these pilots had been signed up on individual contracts during the summer of 1960. For this purpose the company used a special contract form prepared by the employer. This contract was filed as an exhibit at the hearings [a specimen copy is annexed to the original report—Ed.]. The employer felt that since it had now negotiated new contracts individually with each of its pilots, there was nothing to gain by a collective agreement. The employer however did state that it was still prepared to consider signing a collective agreement but that the same would have to be on its own terms. The employer refused to state what these terms would be.

Several attempts were made to get the employer to indicate on what terms a collective contract could be negotiated but the employer indicated that it was not prepared to commit itself to anything at this time.

In consequence the Board has been obliged to recommend an agreement based upon the evidence of existing agreements between the CALPA and the other airlines in Canada.

A comparison of the proposed contract originally submitted by the union and the individual contracts presently existing between the company and its pilots reveals that outside of the rates of pay and a few other relatively minor matters, there is no substantial difference. Apparently a considerable difference had existed between the

type of contract prevailing prior to the certification of the union. However, the new contract prepared by the company and used currently with its individual employees includes many clauses and conditions that appeared in the original union proposal.

The union declared that it is willing to sign a contract based substantially upon the existing type of contract used by the company with the exception of the clauses dealing with seniority and wages. As a matter of fact, most of the items on which the parties were in agreement during negotiations are included in the present company form of contract. The major difference seems to be in the realm of wages, particularly with respect to wages paid to the Pilots or Captains.

A comparison of the wages paid by Quebecair Inc. with those paid by Pacific Western Airlines, Canadian Pacific Airlines and Trans-Canada Airlines shows that Quebecair is substantially lower than that of the other three airlines. When compared with United States airlines, which are generally higher than Canadian companies, they are, of course, lower still. Annexed [to the original] is a list of wages paid by Quebecair and those by the other Canadian companies together with the wage scale originally proposed by the union, as well as the second or final proposal made by the union. With respect of the pilots or captains, in every instance it is evident that Quebecair pays less than any other airline. However, the wages of co-pilots or first officers compare favourably with the other airlines.

Regarding pilots' wages, the proposal made by the union is lower than that paid by any of the other commercial passenger airlines in Canada on which evidence was submitted. Even comparing this proposal with the wage scale presently paid by the company, one will see that the company's rate of pay is substantially lower. An examination of the last page of [the list of wages], which governs pilots flying the C-540, which is comparable to the Viscount (pilots' wages vary according to the type of plane flown), reveals that the base pay of a Quebecair pilot after he reaches his maximum in his fourth year of service is \$1,100 per month, while a TCA pilot for the same length of service will receive \$1,351.35 per month plus 2½% contribution by the employer to the Pilots' Fund (\$33.75). This makes a total of \$1,385.10 per month. Hence, the TCA pilot receives \$285.10 per month, or a total of \$3,417 per annum more than the Quebecair captain or pilot. At the same time the wages of the TCA pilot continue to rise until the seventh year, when they reach a maximum of \$1,431.35. The

Quebecair pilot who is still receiving the same \$1,100 pay is now paid more than \$4,000 a year less than the TCA pilot.

Even the wages proposed by the union would still be some \$3,000 a year lower than that paid by TCA.

A fairer comparison could be made with Pacific Western Airlines, whose flying conditions more closely approximate those under which Quebecair operates. The comparison of the two scales of pilots' wages, . . . shows that PWA pays as much as 25% more.

With respect to the wages of first officers or co-pilots, Quebecair compares favourably with the other Canadian airlines. Starting at a scale of wages higher than any of the others, Quebecair first officers attain a maximum wage in the third or fourth year when their scale of wages is still higher. However, the other airlines' first officers soon pass Quebecair's scale of wages as the former continue to grant annual or semi-annual increases until the seventh or eighth year. Take as an average over an eight-year period, Quebecair wages are higher in the first four years, lower in the last four years.

#### Conclusions and Recommendations

The Board therefore recommends that the contract between the parties should be the same as that presently obtaining between the company and its employees following

the lines of [the contract] which is annexed hereto, but subject to the following changes:

A. A seniority clause shall be inserted that will be the same as Sections 12, 13 and 14 in the contract proposed by the union dated May 9, 1960, with the exception that Section 13(a) shall be eliminated. This is a unanimous decision of the Board.

B. With respect to wages, a majority of the Board, composed of the Chairman and Mr. Kidd, recommend the following:

(a) That the captains should be paid a rate of wages that is 5% higher across the board than that presently paid by the company. Mr. Matteau has dissented from this part of the award.

(b) That the wages of the first officers should be the same as that presently paid by the company.

C. The Board also unanimously recommends that the principle of a voluntary checkoff be included in the proposed contract.

The whole respectfully submitted.

MONTREAL, January 12, 1961.

(Sgd.) HAROLD LANDE,  
*Chairman.*

(Sgd.) ARTHUR MATTEAU,  
*Member.*

(Sgd.) CLEVE KIDD,  
*Member.*

## Report of Board in Dispute between

Canadian National Railways (Niagara, St. Catharines and Toronto Railway)

and

Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America

During January, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between Division No. 846, Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, and Canadian National Railways (Niagara, St. Catharines and Toronto Railway—motor-men, conductors and bus operators).

The Board was under the chairmanship of His Honour Judge W. S. Lane, of Picton, Ont. He was appointed by the Minister on the joint recommendation of the other two members, R. V. Hicks, Q.C., Toronto, and James O. Robertson, Sudbury, nominees of the company and union, respectively.

The report is reproduced here.

The Conciliation Board appointed in the above matter, consisting of His Honour Judge W. S. Lane of Picton, Mr. R. V. Hicks, Q.C., of Toronto, and Mr. Jas. O. Robertson of Sudbury, has met the parties at the City of Toronto on Thursday the 17th day of November, 1960.

The parties were represented as follows: *For the Union*—Mr. Walter P. Wall, General Executive Board Member; Mr. Donald P. Paige, President Local 846; Mr. J. H. Hamilton, Business Agent, Local 846. *For the Company*—Mr. N. A. McLean, Labour Relations Assistant, Labour Relations Department, C.N.R.; Mr. H. W. Berge, Assistant to General Manager, Department of Road Transport, C.N.R.;



Mr. C. Brown, Superintendent Bus Services, N.S. & T. Railway, C.N.R.

The issues involved in this conciliation covered the following matters:

Article 1, Rates of Pay. This involved a request for a reduction in hours to a 44-hour week, with the same take-home pay plus 5 cents effective April 27, 1960, plus 6 cents effective in six months' time.

The second issue was Article 5, Rest Days, 5.3—spare employees in St. Catharines and Niagara Falls shall have four rest days per pay period.

The next issue involved a request with regard to Article 6—service on legal holidays. In other words, a request for an additional holiday, August Civic Holiday.

The next issue was that of reporting time.

The next issue was that of meals and involved an amendment to Article 9. This was a request that employees on regular assignments held in excess of two hours over their regular assignment be entitled to meal allowance.

Next was seniority and involved a request that anyone who was taken on supervision could maintain their seniority only if they continued to pay full union dues.

The next issue involved assignments.

The next involved change in uniform.

The next involved a change in vacation provisions.

These were all union requests.

After hearing the proposals made on behalf of the parties, it became very clear to this Board that this company had been operating the establishment of the Niagara, St. Catharines and Toronto Railway bus operation at a substantial loss. It was a most illuminating bit of evidence from the standpoint of this Board to find that the revenues of this operation in 1954 were \$1,158,604 and that the annual revenue has shrunk in the very short period of five years to \$737,024. There is no doubt that by reason of the shrinkage of the revenue the service has also been forced to shrink and that the establishment of this operation has thereby been reduced. But it still is a fact that even with the reduced establishment, if the union demands were met here even on the basic rates alone it would involve an annual increase in cost of over \$30,000. It is also interesting to note that almost one half of every dollar earned by the company is required to meet the wage bill of the bus operators. To be exact the amount is 42.4 cents of every dollar. This is a most interesting statistic.

Again, it is of substantial interest to us to remember that in 1957 there was a net loss of \$48,444 and in 1958 this loss was \$28,776 and in 1959 it amounted to \$46,928, and that with the exception of the months of February and April the loss picture has continued. In this connection, the figures above quoted might have been thought to be an incomplete picture by some people, but they are very substantially confirmed when we realize that this company has already given up its franchise to operate buses in Niagara Falls and that it has served notice on the City of St. Catharines that it will be relinquishing its franchise there on the 31st day of August, 1961, the earliest time that it could escape the terms of its franchise in this City. It is, therefore, impossible for us to do anything but accept as a fact the rather dismal picture that this operation shows.

I think this Board is bound, too, to comment that the City of St. Catharines has a population that is being served by this operation and that it is not proper that the people of Canada through the Canadian National Railways be forced to subsidize this operation on behalf of St. Catharines, if it is felt that the standard of wages paid on the operation is below standard. It then becomes essential for us to consider the standards of pay paid by this company as against companies who operate a similar service. The bus operator starting rate in St. Catharines is \$1,706. If we should observe the company's comparisons, that starting rate is exactly the average starting rate compiled by averaging the starting rates of the following five cities: Fort William, Guelph, Kingston, Peterborough and Port Arthur. It's true that three of those comparisons are higher but two are substantially lower. When we come to top rate, the average of the same cities on top rate is \$1,866 while the N.S. & T. is a little less than 4 cents below the average. These comparisons, of course, were taken from the company comparisons and cover the cities above set out. They did not take into consideration the rates which are paid in Toronto, Hamilton, Ottawa, Windsor, London, Brantford or Cornwall. It might be said that Brantford and Cornwall would be reasonably good comparisons, but it is rather obvious, we feel, that Toronto, Hamilton, Ottawa, Windsor and possibly London are not truly proper comparisons.

I think we must recognize, on the basis of the comparisons, that there is a basis here for some movement by the company to cover the differential between the various comparable cities and St. Catharines.

In dealing with this issue, we feel that there are two issues here which are of substantial importance in carrying out the relationship between these parties from this date until the expiry date of the franchise, because I think we must recognize that this company, the Canadian National Railways, is bound only to live up to its franchise until it expires on the 31st day of August next.

These issues are, first, the reduction from 48 hours to 44 hours and, in this connection, the question of maintenance of pay. The C.N.R., while they recognize the aspirations of the union, take the position that this is a case where they cannot maintain take-home pay, particularly in the light of the comparisons that were given and particularly because the take-home pay of these employees now is higher than any of the other comparisons because the rates as St. Catharines are paid for 48 hours rather than for 40 hours as is in the case of the comparisons made. This Board, while we recognize the aspirations of both sides, are prepared here to recommend that if the employees want a reduction in hours to 44 hours that the company should grant it to them, but we do not see how we can earmark any amount of money or increase for the parties for maintaining take-home pay.

We are satisfied that, in spite of the fact that on a rate differential the company here may be slightly low, by reason of the fact that the rates of this company are paid on a 48 hour week and the rates of all comparables are paid on a 40, the employees here have substantially more take-home pay than the employees in almost any or all of the comparables. It would, therefore, seem that the operator here is not suffering any substantial hardship by this company's rates. On the other hand, in the hope of getting a settlement of the issue between these parties which would allow the company to carry out its franchise to its expiry date without any substantial labour trouble, this Board is prepared to recommend an increase across the board of six cents (6¢) effective as of the date of signing of the new contract, and a further three cents (3¢) as of the 1st day of January, 1961. (In effect, this means an increase of nine cents across the board.) In addition, we feel that, in the light of all of the circumstances here, we should recommend to the parties that there be a payment of eighty dollars

\$(80.00) to each driver in lieu of retroactive pay. This latter recommendation applies actually only to the St. Catharines employees, but we would recommend further that any of the Niagara Falls employees who would be entitled to be paid any retroactive pay by this company should receive such retroactive pay on a pro rata basis for such time as they have served this company before it relinquished its charter in that city. We are satisfied that if such an increase is granted the rates of this company will be most satisfactorily comparable with any operation in this particular field, bearing in mind the hour differential involved.

We would recommend that the seniority issue be settled and left as it is with no change.

We would recommend that the reporting time provisions of the contract be left as they are.

We would recommend that the guarantee provisions of the contract be left as they are.

We would recommend that the rest day provisions be rewritten in their present form.

We do not see our way clear, in the light of the loss position of this operation, to recommend any additional statutory holidays.

We would recommend that the company change the uniform to a pea jacket, if this is desirable.

We feel that this agreement should run only until August 31st, when the franchise of the Canadian National Railways expires and some other operator must take over.

We feel that if this type of settlement is agreed upon that the bus operators in this operation will not suffer any comparable hardship with other operations, and that certainly the people of Canada cannot be expected through the Canadian National Railways to subsidize to any greater degree the operation of a street railway or a street bus operation in the City of St. Catharines.

All of which is respectfully submitted.

Dated at Picton, Ontario, this 6th day of January, A.D. 1961.

(Sgd.) WILFRID S. LANE,  
*Chairman.*

(Sgd.) J. O. ROBERTSON,  
*Member.*

(Sgd.) R. V. HICKS,  
*Member.*



# Report of Board in Dispute between Canadian Broadcasting Corporation and American Newspaper Guild

This Board consisting of Mr. W. Healy, Company Nominee; Mr. G. Eamon Park, Union Nominee; and Mr. W. H. Dickie, Chairman met with the parties on November 7, 8, 9, 10, 30 and again on December 28, 1960 in Ottawa.

*Appearing for the Canadian Broadcasting Corporation were:* J. W. Brooke, Counsel; C. B. McKee, Director, Industrial & Talent Relations; M. A. Harrison, Supervisor, Corporate Industrial Relations; D. J. MacDonald, General Supervisor TV News. *Observers:* B. Corneau, Supervisor of News (French); L. Chambers, Assistant Manager, TV News; D. J. Tasker, Supervisor, Industrial Relations (Toronto Area); J. B. Pharand, Industrial & Talent Relations Assistant (Montreal Area); C. T. Kelley, Supervisor, Corporate Talent Relations; D. Nelson, Industrial Relations Assistant.

*Appearing for the Canadian Wire Services Guild:* David Lewis, Q.C., Counsel; Brian Huggins, President; Bruce Corder, Treasurer; Paddy Gregg, Secretary; Phil Calder, Member; S. McGoldrick, Member (Negotiating Committee).

Statement of matters submitted to this Board:

## Article

Hours of Work .....	5
Holidays and Holiday Pay .....	6 & 12
Rate of Overtime .....	8
Annual Vacations .....	13
Additional Leave .....	18
Severance Pay .....	26
Salaries .....	28
Evening and Night Differentials....	29
Experience Rating .....	29
Outside Activities .....	50
Pension Plan .....	

At the opening of the hearings each of the parties delivered a brief and numerous exhibits were filed with the Board. After hearing the briefs and examining the exhibits, ample opportunity was given for discussion on each of the issues. The Board met with the parties separately and carefully reviewed the background of the matters in dispute. From these discussions and argument presented before the Board it appeared that, if satisfactory agreement on salaries could be arrived at, other matters at issue could be resolved and a new collective agreement made.

There are 153 employees in the Guild bargaining unit affected by this dispute. Their functions are the selection, writing, editing of news and scripting of news film. These people work in the newsrooms at St. Johns, Halifax, Montreal, Toronto, Winnipeg, Vancouver and Ottawa.

The Guild and the Corporation have had four collective agreements since certification, with the last one expiring on May 31, 1960.

At our last meeting between the parties we were hopeful that settlement might be reached. Unfortunately this was not possible; however we were well aware of the areas that might lead to agreement. To this end the Board members met in Toronto, Wednesday, January 11, to again review in detail the position of each of the parties as we understood them to be at the last meeting.

It is not our intention to report on the arguments pro and con on each of the issues in dispute. To do so would tend, in our opinion, to confuse rather than to help the parties.

The Board now finds it necessary to report a basis of settlement, keeping in mind the points raised in our lengthy discussions of all the issues in dispute.

After careful consideration and deliberation your Board unanimously recommends that:

1. The collective agreement be for a period of two years from June 1, 1960.

2. With regard to salary increases it was recognized by both the Corporation and the Guild that there has been a change in function of those in this bargaining unit. Accordingly, the Board, taking this fact into consideration, recommends that

(a) there be basic increases in the annual salaries of all classifications in the bargaining unit of 3% effective June 1, 1960, 3%

During January, the Minister of Labour received the unanimous report of the Board of Conciliation and Investigation established to deal with a dispute between the Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild.

The Board was under the chairmanship of W. H. Dickie, of Toronto. He was appointed by the Minister on the joint recommendation of the other two members, J. W. Healy and G. Eamon Park, both of Toronto, nominees of the Corporation and union, respectively.

The report is reproduced here.



April 1, 1961, and 3% November 1, 1961—these percentage increases to be compounded.

(b) that in addition to the above-mentioned basic increases there be an adjustment in the group classifications of 1% effective June 1, 1960, so that such classifications will receive a total of 4% on that date.

(c) that in addition to the above-mentioned basic increases there be an adjustment in the classifications of a newly created group C-1 of 2½% effective the first of the month preceding the date of ratification of settlement—compounded.

(d) 15 employees presently in group C to be reclassified to group B; 25 employees presently classified in group C to be reclassified in the new group C-1; 1 employee presently classified in group B to be reclassified in the new group C-1.

3. Article 12 to be revised as follows:

12.6—The entitlement to holiday pay (Articles 6 and 12) and reduction of the work week for overtime pay purposes shall be contingent upon the fact that on the day prior to and the day following the holiday an employee must be either—a. working, b. on a day off, c. assigned to holiday off, d. on authorized leave with pay, e. on release from duty, except that: 12.6-1—an employee who has worked in the work week concerned may be on authorized absence without pay on the

working day following the holiday or on the working day prior to the holiday but not both, to be entitled to holiday pay and reduction of the work week for overtime pay purposes.

12.6.2—holiday pay and reduction of the work week for overtime pay purposes shall not be given to casual employees.

4. An agreement in principle with regard to experience rating: that any previous experience can be pro-rated taking into account differences between C.B.C. Radio and T.V. and all other news media.

5. The parties to meet with regard to jurisdictional problems in an attempt to satisfy all parties concerned.

6. All other matters which had been agreed upon prior to the hearing of the conciliation board.

7. The parties should meet to review and clarify their positions and the agreements reached on all other matters which were subjects of negotiation.

All this respectfully submitted this 26th day of January, 1961 at Toronto, Ontario.

(Sgd.) W. H. DICKIE,  
*Chairman.*

(Sgd.) J. W. HEALY,  
*Member.*

(Sgd.) EAMON PARK,  
*Member.*

## Labour Legislation of Past Decade

*(Continued from page 250)*

be of a specified standard; and installations must be inspected on completion of construction, before being put into operation, and annually thereafter. The operator is required to carry out certain daily inspections and the owner is responsible for weekly and annual inspections and for recording the results in a log book.

In Ontario, ski tows and ski lifts were brought under government regulation in 1953, the Elevators and Lifts Act of that year having included them in the same classification as an inclined lift. As a result, drawings and specifications of any proposed ski tow or ski lift must be submitted to the Elevators and Lifts Branch of the Department of Labour for approval before any work is begun. An installation may not be put into operation without an authorization

from an inspector and owners are required to obtain an annual licence.

Nova Scotia and New Brunswick have adopted the same method of regulating ski lifts and ski tows as Ontario. When the Nova Scotia Elevators and Lifts Act was passed in 1956, it did not expressly cover these types of elevating devices but was amended in 1959 to include them in the definition of "incline lift". Similarly, when the New Brunswick Elevators and Lifts Act was enacted in 1960, ski lifts and ski tows were included in the same classification as inclined lifts and will be subject to regulation by the Department of Labour once the Act is proclaimed. The method of control is the same as that used in Ontario, the legislation providing for approval of plans and specifications, inspections and licensing of these elevating devices.

# LABOUR LAW

## Legal Decisions Affecting Labour

Supreme Court of Canada rules N.B. Labour Relations Act is not applicable to persons outside province. B.C. appeal court dissolves injunction restraining application of closed shop agreement, in another case restores Board decision rejecting certification application. N.B. court quashes certification order

The Supreme Court of Canada, allowing the New Brunswick Labour Relations Board's appeal, has restored a certification order of the Board and ruled that workers employed and resident outside the province are not eligible to vote in certification proceedings conducted under the New Brunswick Labour Relations Act.

In British Columbia, the Court of Appeal ruled that an injunction could not prevent the application of a closed shop collective agreement when the employees had no fixed contract of employment and when their services could be terminated at any time at the employer's will. In another decision, the Court, restoring the Labour Relations Board's decision rejecting an application for certification, ruled that a writ of *certiorari* was not available to a labour union which, in applying for certification, has committed fraud, trickery and perjury.

In New Brunswick, the Supreme Court ruled that the Labour Relations Board had no jurisdiction to issue a certification order when, at the time the order was made, there were no employees in the bargaining unit.

### Supreme Court of Canada . . .

...rules that] N.B. Labour Relations Board has no jurisdiction over persons resident outside province

On December 19, 1960, the Supreme Court of Canada, in a unanimous decision allowed, the appeal from the judgment of the Supreme Court of New Brunswick (Appeal Division ) (L.G., Dec. 1960, p. 1302) and restored the Labour Relations Board's order certifying Local 76 of the Teamsters, Chaffeurs, Warehousemen, Helpers and Miscellaneous Workers as a bargaining agent of the employees of Eastern Bakeries Ltd., employed at the company's Moncton branch.

The Court upheld the ruling of the New Brunswick Labour Relations Board that for

the purposes of certification, employees who are employed and reside outside the province are not employees within the meaning of the New Brunswick Labour Relations Act, and are not eligible to vote in certification proceedings to determine a bargaining agent for the persons employed at the company's plant located in New Brunswick.

The Chief Justice, in his reasons for judgment, recalled that Local 76 of the Teamsters' union applied for certification as a bargaining agent affecting "all employees of the employer (Eastern Bakeries Ltd., Moncton, N.B.) employed as driver-salesmen, spare driver-salesmen, special delivery drivers and highway drivers and helpers employed at the Moncton plant of the employers."

In the application, the union stated that the total number of employees in the unit it desired to represent was 15 and the approximate total number of employees in the work, undertaking, business, plant or plants involved was 75. Out of 15 employees in the bargaining unit, 12 (or 80 per cent) were stated to be members in good standing of the union.

In replying to the union's application, the company claimed that the proposed bargaining unit was not appropriate for collective bargaining and that any bargaining unit should include all the employees of the company whether at Moncton or elsewhere.

At the hearing before the Board, counsel for the company stressed that the appropriate unit should be "all driver-salesmen, spare driver-salesmen, special delivery drivers, highway drivers and driver helpers on the payroll of the Moncton, N.B. branch of the Eastern Bakeries Limited." However, the Board advised the company "that it considered it had no jurisdiction in other provinces and for the purposes of certification, any person employed and resident

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This section, prepared by the Legislative Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

outside the province of New Brunswick was not an employee within the meaning of the New Brunswick Labour Relations Act for purposes of the application".

The Board's order, dated June 26, 1959, defined the appropriate bargaining unit as "all driver-salesmen, spare driver-salesmen, special delivery drivers, highway drivers and driver helpers employed by Eastern Bakeries Limited, Moncton, N.B.," and directed a vote to be taken.

The company furnished a list of employees, 22 resident and employed in New Brunswick, three resident and employed in Prince Edward Island, and 13 resident and employed in Nova Scotia.

Pursuant to the Board's decision that employees resident in Prince Edward Island and Nova Scotia were not employees for the purposes of the application, the Secretary of the Board, as Returning Officer, ruled that those persons were not eligible to vote and he conducted a vote by mail. His return certified that the number of eligible workers was 22; that the number of votes cast was 18 and that the number who voted "yes" was 14 and that four voted "no".

The Board's order, dated July 31, 1959, certified Local 76 as the bargaining agent "for all driver-salesmen, spare driver-salesmen, special delivery drivers, highway drivers and driver helpers employed by Eastern Bakeries Limited, Moncton, N.B."

The Appeal Division of the Supreme Court of New Brunswick quashed the certification order of the Board. In the reasons for judgment, it was stated that the Secretary, as Returning Officer on the vote, certified the local union as the bargaining agent for "all driver-salesmen, spare driver-salesmen, special delivery drivers, highway drivers and driver helpers employed by Eastern Bakeries Limited, Moncton, N.B." Further, the reasons stated that the "special delivery drivers" classification which had been omitted from the direction of the Board of June 26, 1959, was included in its order for certification of July 31, 1959; and later that "the wording used by the Board to define the bargaining unit can be interpreted only as including in it the non-resident employees ruled ineligible to vote."

In the opinion of the Chief Justice, while in the minutes of the Board the words "special delivery drivers" are omitted in what is stated to have been the Board's direction, the order of the Board dated June 26, 1959, signed by the Secretary and issued as a result of the meeting of that date, does include them. Subsection (1) of S. 47 of the Labour Relations Act reads:

Any document purporting to contain or to be a copy of any rule, decision, direction, consent

or order of the Board, and purporting to be signed by a member of the Board, or the Secretary thereof, shall be accepted by any court as evidence of the rule, decision, direction, consent, order or other matter therein contained of which it purports to be a copy.

In the Chief Justice's opinion, the final order for certification of July 31, 1959 correctly carried out the Board's previous direction as embodied in its order of June 26, 1959, which defined the bargaining unit.

Regarding the ruling of the Appeal Division that in the number of employees hired at the Moncton Branch of the company there should be included not only those who resided in New Brunswick, but also those who resided in Nova Scotia and Prince Edward Island, the Chief Justice was of the opinion that the New Brunswick Labour Relations Board can have no jurisdiction over persons residing and working outside that province so as to declare that they are part of the membership of a unit of the company's employees residing and working in New Brunswick. Further, the Chief Justice added that the fact of proximity in the present instance does not distinguish it from the case where employees of a company in Toronto may do work similar to that of other employees of the same company in the same category residing and working in Montreal. Such latter employees could not be included by an Ontario Labour Relations Board under similar legislation in Ontario for the purpose of declaring a bargaining unit.

Also, referring to the *Labour Relations Board of Saskatchewan v. Dominion Fire Brick and Clay Products Limited* ((1947) S.C.R. 336), the Chief Justice held that the Labour Relations Board not only had a right to be heard in court, but was entitled to make clear exactly what had occurred and the position it took on the question of its jurisdiction.

Mr. Justice Abbott, in his reasons for judgment, noted that Local 76, in its application for certification, asked that the bargaining unit contain only persons "employed at the Moncton plant of the employer." At the hearing before the Board, the company endeavoured to have the bargaining unit described to include all employees "on the payroll of the Moncton plant" but the Board refused to accept that description. The Board made it clear to the company that it had no jurisdiction in other provinces and, for the purposes of certification, any person employed and resident outside the province of New Brunswick was not an employee within the meaning of the New Brunswick Labour Relations Act for the purposes of the application.



Following the order of the Board defining the bargaining unit and ordering the vote to be taken, the Secretary of the Board, in a letter to the company dated July 2, 1959, stressed that the vote would be limited to the employees "employed in the Province of New Brunswick." Again, in a letter to the company's solicitor dated July 10, 1959, the Secretary of the Board stated: "As you are aware, the Labour Relations Board of New Brunswick has no authority to certify a bargaining agent for employees in any other province."

Pursuant to the terms of the order, the Secretary of the Board, acting as a returning officer, conducted a mail vote, but only the company's employees resident and employed in New Brunswick were considered by him as eligible to vote. A majority of employees to whom ballots were sent were in favour of the union as bargaining agent, and on July 31, 1959 the Board made the certification order.

Mr. Justice Abbott shared the view of the Chief Justice that had the Board attempted to include in its order persons working in another province, it would have no jurisdiction over such persons.

In his opinion, there was nothing in the record to establish that the Board acted in excess of its jurisdiction or that it declined jurisdiction, and as the order of the Board was not attacked on any other grounds, it was not subject to review by the courts in proceedings by way of *certiorari*.

The Supreme Court of Canada allowed the Board's appeal and restored the certification order. *Labour Relations Board of New Brunswick v. Eastern Bakeries Limited and Local Union No. 76 and Attorney-General of New Brunswick*, the Supreme Court of Canada, December 19, 1960, unreported.

### British Columbia Court of Appeal . . .

...rules *certiorari* to quash Board decision should not be granted when applicant has committed fraud

On November 7, 1960, the British Columbia Court of Appeal restored the Labour Relations Board decision rejecting the application for certification which had been quashed in *certiorari* proceedings. The Court of Appeal ruled that the writ of *certiorari* should not be granted, even upon grounds otherwise legally sufficient, when the union, in applying for certification, has committed fraud, trickery and perjury.

Local 400 of the Canadian Brotherhood of Railway, Transport and General Workers applied to the Labour Relations Board to be certified under the B.C. Labour Relations Act as a bargaining agent for a unit of employees of Black Ball Ferries Ltd., then

represented by the Seafarers' International Union of North America, Canadian District.

The application was based on the claim of the local that the majority of the employees in the unit, namely, 90 out of 135, belonged to it and were members in good standing.

Section 8 of the regulations issued under the Act provides that for this purpose a member in good standing is a person who has at the date of the application for certification signed an application for membership and has himself paid the specified union dues.

At the hearing before the Board, the local testified under oath that some 85 employees had signed application cards for membership in the local and had themselves paid the dues required by the regulations. Specifically, it was testified that six Chinese, included in the 85 members, had themselves paid the necessary dues, and their signed applications and the receipts issued to them for the dues were filed with the Board. The SIU, in its turn, called the six Chinese and each swore that he had not paid those dues. None of the other 79 employees were called to give similar testimony.

The Board rejected the application for certification on the ground that: "...The Board is satisfied that membership in good standing has been falsely represented by the applicant as, contrary to the evidence submitted by the applicant, in the opinion of the Board the necessary dues or initiation fees had not in fact been paid on their own behalf before the date of application by all who were claimed as members in good standing... [of the applicant]."

Following the rejection by the Board of the application for certification, the local applied to the Court for writs of *certiorari* and *mandamus* to quash the decision of the Board and to require it to certify the local as the bargaining agent, or, alternatively, to order a representation vote by the employees of the unit, or to direct the Board to hear and determine the application according to law. To support this motion, the local argued that even if the six Chinese had not themselves paid the necessary dues and so were not members in good standing of the local, it still had as members in good standing the majority of the employees in the unit, which entitled it to certification.

Further, the local argued that Section 12 (3), (4) and (5) of the Act requires the Board to dispose of the application for certification in one of three ways: in the case of doubt, by directing that a representation vote be taken; by certifying the applicant if satisfied that the majority of

the employees are members in good standing; or, by refusing certification if satisfied that the majority are not members in good standing. Concluding, the local submitted that the Board did none of those things and so did not discharge its statutory duty, but rendered a decision which it could not lawfully make. The Court below upheld these objections, quashed the decision rejecting application for certification and directed the Board to hear and determine the application according to law. From this decision, the Labour Relations Board appealed.

The Court of Appeal held that writs of *certiorari* and *mandamus* should not be granted, even upon grounds otherwise legally sufficient, when the union has committed fraud, trickery and apparently perjury when applying for certification. The Board's appeal was allowed, the motion for *certiorari* and *mandamus* dismissed and the Board's decision rejecting the application for certification restored. *Cock v. Labour Relations Board*, (1961), 33 W.W.R., Part 9, p. 429.

### British Columbia Court of Appeal . . .

. . .dissolves injunction restraining employer from discharging employees under closed shop agreement

On June 29, 1960, the British Columbia Court of Appeal allowed an appeal from an interlocutory injunction restraining an employer and union officers from discharging from employment certain employees expelled from the union with which the employer had a closed shop collective agreement.

In setting aside the injunction, the Court considered the fact that the employees threatened with discharge had no fixed contracts of employment that would be specifically enforceable and their services were terminable at will. Consequently, the Court of Appeal held that the expelled employees had no right established or alleged to remain in the employer's employ; therefore, the injunction should be dissolved.

The circumstances of the dispute were as follows:

The Black Ball Ferries Ltd. had a collective agreement with the Seafarers' International Union of North America, Canadian District, as the bargaining agent, whereby the company agreed to employ only members in good standing of that union.

On March 9, 1960, the SIU informed the company that some seven employees were no longer members in good standing of the union and requested the company to "discontinue these employees' services forthwith" in accordance with the terms

of the collective agreement. However, in another letter of May 25, 1960, the union stated that they withdrew "the request made to terminate their services at the present time." That was written in order to give the persons concerned an opportunity to answer the charges. Afterwards, there were union hearings and as a result five of the employees were expelled from the SIU and another four who were not expelled were classified as probationary members.

The five expelled and the four probationary members applied for an interlocutory injunction restraining the employer and union officers from discharging them from employment.

On June 13, 1960, Mr. Justice Whittaker granted an interlocutory injunction restraining the company, until the trial, from discharging any of the expelled members from its employ on the ground of not being members in good standing of the SIU. The decision granting the injunction was appealed by the SIU.

Mr. Justice Sheppard, delivering the judgment of the Court of Appeal, referred to Mr. Justice O'Halloran, who said that a person who comes to court for an interlocutory injunction is not required to make out a case that will enable him at all events to relief at the trial, but it is enough if he can show that he has a fair question to raise as to the existence of the right which he alleges, and can satisfy the court that the property or right which he alleges should be preserved in its actual condition until the question can be adjudicated. (*Scarr v. Gower* (1956) 2 D.L.R. (2d), p. 405; *Wheatley v. Ellis & Hendrickson* (1944), 61 B.C.R. 55).

Hence, Mr. Justice Sheppard continued, to obtain the interlocutory injunction, the expelled union members threatened with the enforcement of a closed shop clause of the collective agreement must establish that they have "a fair question to raise as to the right," described elsewhere as a *prima facie* case, an arguable case, or a probable case. In other words, those who ask for interlocutory injunction have to establish (a) a right; (b) a breach of this right actually or reasonably apprehended; (c) a reasonable probability of success such as would warrant the case's proceeding to trial.

In the case at bar, the basis of the expelled members' case was their alleged right to continue in the employ of Black Ball Ferries. Consequently, each of them would have to establish that he had a contract with Black Ball Ferries whereby the company had agreed to employ him for a term unexpired so that his discharge would be a breach of that contract of

employment. Otherwise, if the company is merely from time to time selecting individuals from a group, or has contracts of employment which permit the company to terminate the employment at will, then the termination of the employment is not a breach of any right of those who asked for injunction.

In the case under review, there was no allegation of employment for a definite term, nor that terminating the services would be a breach by the company of the employees' rights of contract. On the contrary, counsel for the company stated that no such contract existed and that the company had the right to terminate the services of any employee at any time and, in practice, does so on 48 hours notice. That right claimed by the company was not questioned by the other parties. Consequently, the right of the expelled employees to continue in the employment was neither alleged nor established, and, on that ground, the injunction should be dissolved.

Also, Mr. Justice Sheppard pointed out that to obtain equitable relief, the claim for injunction must be based on contracts of employment for a term unexpired and which contracts would be specifically enforceable. No such basis of relief was shown, and failing proof of a fair question as to the existence of an enforceable right which would justify the discretion of the Court, the injunction must be set aside.

The Court allowed the appeal and dissolved the injunction which restrained the enforcement of a closed shop clause of the collective agreement. *Brady et al. v. Heinekey et al. and Black Ball Ferries Limited*, (1960), 24 D.L.R. (2d), Part 10, p. 737.

### New Brunswick Supreme Court . . .

...quashes certification order because there were no employees in bargaining unit when order made

On December 22, 1960, the Supreme Court of New Brunswick (Appeal Division), in *certiorari* proceedings, quashed a certification order on the ground that since at the time of the making of the order the unit of employees for which the bargaining

agent was certified did not exist, the Board had no jurisdiction to make the order.

On June 29, 1960, Local 721C of the International Union of Operating Engineers applied for certification as a bargaining agent for a unit of employees of Universal Constructors and Engineers Limited engaged in the operation and maintenance of power cranes, excavators, derricks, truck cranes, boom trucks, hoists, winches, air tuggers, gradalls, tractors, scrapers, motor patrols, power post hole augers, compressors, pumps and Ford lifts.

At the time of application, there were only two employees in the unit, and shortly afterwards a third employee was hired temporarily. But, when the certification order was made on August 26, 1960, the company had no employees coming within the definition of the bargaining unit. The certification order was based on the situation existing at the date of the application for certification.

The company applied to the court by way of *certiorari* to quash the certification order. The court was of the opinion that although an order may be within the power of a tribunal, it may be attacked on *certiorari* on the ground that some condition precedent (such as a notice) has not been fulfilled or that some fact collateral to the actual matter involved has not been established. In such cases, all proceedings, including the evidence, may be examined to ascertain if a required condition has been complied with or a necessary collateral fact established.

In the case under review, the Court held that the existence of the unit of employees at the time of the making of the order for certification was a fact collateral to the matter to be determined and, since no such unit was then in existence, the Board had no jurisdiction to make the order. The Court ruled the certification order to be quashed. *The Queen and the Labour Relations Board of the Province of New Brunswick, ex parte Universal Constructors and Engineers Limited*, the Supreme Court of New Brunswick (Appeal Division), December 22, 1960, unreported.

The Civil Service Commission of Canada is currently conducting a competition for a Labour Legislation Research Officer for the Department of Labour at Ottawa.

Candidates for this position must be university graduates with several years experience in collecting, analyzing and interpreting data from documentary sources such as statutes and regulations.

Details regarding this position are available at Civil Service Commission Offices, Post Offices and National Employment Offices. The closing date for receipt of applications is April 21, 1961.



# Recent Regulations under Provincial Legislation

Newfoundland revises regulations for logging camps. Ontario issues new safety rules regarding the production, distribution and consumption of gas and oil

In Newfoundland, the regulations for logging camps were revised, laying down new requirements with respect to buildings, facilities and sanitation.

New regulations issued under the Ontario Energy Act provide that, after July 1, 1961, only a qualified gasfitter certified by the Minister of Energy Resources may install, repair or service a gas appliance established in any building except a one- or two-family dwelling.

Other regulations deal with the licensing of elevators in Toronto, allowances of apprentices in Newfoundland, certificates of competency under the British Columbia Energy Inspection Act, and the forms for filing arbitration decisions or determinations of the Ontario Labour Relations Board in the Supreme Court of Ontario.

## British Columbia Electrical Energy Inspection Act

British Columbia has issued, under the Electrical Energy Inspection Act, Reg. 1/61 governing certificates of competency for electrical contractors. Gazetted January 12, it replaces Reg. 524/59.

The new regulation provides for special exemption from certification, extension of permissible duties of certificate holders, and restricted and special certificates. It also contains provisions concerning suspension, revocation, cancellation, renewal and reinstatement of certificates, and examinations.

The Lieutenant-Governor in Council on the recommendation of the Minister of Public Works may now permit a group of property owners or tenants without a certificate of competency to construct overhead electric lines in rural areas to transmit electrical energy to their buildings.

New provisions extend the scope of work which the holder of Certificate "A" or Certificate "B" may perform. The Board of Examiners may now grant a restricted Certificate "A", "B", or "C" to a person who has not passed the prescribed examination but is qualified to do a specific type of electrical work.

The Board may also issue a certificate of any grade, without examination, to an electrical engineer licensed under the Engineering Profession Act and examined by the Association of Professional Engineers of British Columbia in the field of electrical engineering.

A further provision now empowers the Board to issue, without examination, to a person with suitable qualifications, a special certificate to make a specific specialized installation. This certificate is renewable annually but must be surrendered to the Chairman of the Board within 30 days after completion of the installation.

Where a certificate has been revoked or cancelled the Board may renew or reinstate it. A new requirement specifies that where the Board suspends, revokes or cancels a certificate, they must inform the holder of the reason and state the period of suspension. The duration of a suspension may not be less than 30 days.

New provisions with respect to examinations do not allow a candidate who fails an examination to be re-examined until 90 days have elapsed, except with permission of the Board. In addition, a candidate who fails twice in an examination for any grade may not be re-examined without permission of the Board.

## Newfoundland Apprenticeship Regulations

The regulations under the Newfoundland Apprenticeship Act respecting allowances payable to apprentices taking technical training have been amended by a regulation gazetted January 10.

The provision dealing with repayment of allowances now states that if an apprentice's course of instruction has been terminated or abandoned before it is completed, the Minister may, on the recommendation of the Apprenticeship Board, require the apprentice to pay back the whole of the allowance or such part as the Minister may prescribe.

## Newfoundland Logging Camps Act, 1960

New regulations have been issued under the Newfoundland Logging Camps Act, 1960, replacing those issued last August (L.G., Nov. 1960, p. 1170).

Provisions in the former regulations, which were to have been effective January 1, 1961, requiring every employer or person who purchased timber from a logger to appoint commercial scalers certified as qualified by an examiner appointed by the Lieutenant-Governor in Council are not included in the new regulations.

Also omitted from the new regulations are the requirements upon a camp operator to notify the Minister of Mines and Resources of each camp he operates,

together with a description of the route by which the camp is approached. However, the Minister has authority, specifically stated in the Act, to require a person who intends to purchase timber, to award a contract, or to engage loggers to provide detailed information concerning the logging camps that will be used for the accommodation of loggers.

New or amended provisions deal with buildings and their facilities, storage of food, disposal of waste, first aid, stables and animals, and the storage and repair of equipment and supplies.

The new regulations apply to permanent camps, which are defined as those occupied for more than 15 consecutive days, regardless of the season. The former regulations applied to logging camps occupied by 10 or more loggers.

New requirements in respect of buildings and facilities deal with drainage, window size, heating, and storage of personal effects. Formerly, logging camps were to be located so that good natural drainage would be provided. It is now specified that provision is to be made for adequate drainage. Each bunkhouse and cookhouse must now have one or more windows providing one and one-quarter square feet of light for each person, compared with one square foot previously. It is now forbidden to use oil drums or other substitutes for stoves in a logging camp. The operator must now provide ample facilities for the storage of personal effects of workmen.

Amendments have been made to provisions concerning the disposal of waste at operating and abandoned camps. Previously, the operator of a camp was required to dispose of sewage by a method approved by an inspector and in such a way that it would not create a nuisance nor pollute or contaminate any body of water. Altered requirements now specify that waste waters must be directed to a covered cesspool, or through a conduit to a point at least 100 feet from the camp or any body of water.

Refuse, waste and garbage at operating camps was previously required to be disposed of in such a manner as to prevent the contamination of any source of water supply, and so as not to attract vermin, create a nuisance or endanger the health of humans, animals, wild life or fish. The new requirement specifies that refuse, waste and garbage must be deposited in a pit at least 100 feet from the camp or any body of water and, when full, be covered with at least 12 inches of earth. In summer, waste must be protected from flies and covered weekly with lime or other caustic substance.

In regard to abandoned camps, a former provision required the employer or operator of a camp within one mile from a highway to bury or burn all garbage, rubbish and waste material, fill in and treat with lime the pits of all toilets, and leave the buildings and grounds in a clean and sanitary condition. The new provision is less specific with respect to methods of disposal, but is not confined to camps within one mile from a highway.

A new provision relating to first aid kits and stretchers is more specific than formerly in that these must now be supplied according to the standards established by the Workmen's Compensation Act and regulations.

An amended requirement increases from 200 to 300 feet the distance which a stable must be located from a camp. Pigs, bulls, cows and other animals must now be kept in enclosures, stables or piggeries located at least 300 feet from the camp, any body of water, or the water intake of the camp.

Another new provision states that the remains of animals, when the ground permits, must be buried immediately at a depth of at least two feet, and at least 500 feet from the camp, any body of water or the water intake of the camp.

Harness and all other equipment used for horses or other work-animals must now be kept where they will not interfere with the cleanliness of the camp or be a nuisance.

The operator of a camp must now provide a building for the repair of power saws. A further new provision prohibits the keeping of used power saws, gasoline or motor oil in a bunkhouse or cookhouse; an exception is made, however, for motor oil in sealed containers.

### Newfoundland Regulations of Mines Act

Newfoundland has issued the Mines (Safety of Workmen) (Amendment) (No. 4) Regulations, 1960, under the Regulations of Mines Act. The amendment was gazetted January 10 and came into force on November 1.

Every operator and manager of a mine is now required on the written request of the chief inspector to carry out tests of the air in all workings in use or to be used by workmen. A written report on the results of these tests must be made to the chief inspector.

Another amendment (No. 3) provides for payment of a fee of \$7.50 to a medical examiner for any medical examination made under the Act.

## Ontario Labour Relations Act

Regulations under the Ontario Labour Relations Act prescribing the forms to be used when filing arbitration decisions or determinations of the Labour Relations Board in the Supreme Court of Ontario were gazetted January 7 as O. Reg. 344/60.

A 1960 amendment to the Act (L.G., Nov. 1960, p. 1153) provided for the enforcement of arbitration awards in the Supreme Court. It states that where there is a failure to comply with any of the terms of an arbitration decision within 14 days, any "party, employer, trade union or employee" affected by the decision may file the operative part of the decision in the office of the Registrar of the Supreme Court, whereupon it becomes enforceable as a judgment or order of that court. The regulations prescribe the form to be used in such cases.

In addition to giving the decision (exclusive of the reasons), the complainant must give the following other information: the arbitrator or members of the board of arbitration, the appearances for both sides, the date and place of the hearing, the date of decision and of release of decision and the date, if any, provided in the decision for compliance.

Another amendment gave the Labour Relations Board authority to deal with a complaint from any person that he has been refused employment, discharged, discriminated against, coerced or otherwise dealt with contrary to the Act, further providing that the Board's decisions may be enforced in the Supreme Court. The procedure to be followed is similar to that described above with respect to arbitration awards.

## Ontario Elevators and Lifts Act

Passenger elevators in Toronto and freight elevators in municipal buildings in Toronto were brought under the Elevators

and Lifts Act by Ontario regulation 322/60, gazetted December 31 and effective January 1, 1961. The 1960 amendment to the Act, which removed the provision authorizing the City of Toronto to regulate elevating devices, was proclaimed in effect on the same date. Provincial inspection of elevators now extends throughout the province.

## Ontario Energy Act

Ontario has issued O. Reg. 1/61 under the Energy Act, dealing with the production, distribution and consumption of gas and oil. It revokes O. Reg. 236/60 (L.G., Nov. 1960, p. 1170). The new regulation was gazetted January 14 and came into force on January 1.

Safety provisions relating to the transmission and distribution of natural and manufactured gas are similar to those in effect previously.

Some changes have been made in the provisions in respect of liquefied petroleum gas. The former exemption from licensing for persons engaged in the transfer of liquefied petroleum gas to pressure vessels has been revoked and a licence will now be required for persons who transfer liquefied petroleum gas to containers having a capacity of more than one pound.

New requirements are introduced in respect of gas fitters. After July 1, 1961 it is a condition of registration of a contractor that the installation, repair or servicing of a gas appliance in any building except a one- or two-family dwelling must be done by a qualified gas fitter certified by the Minister of Energy Resources. The gas fitter is personally responsible for testing, purging and adjusting the appliance, and must personally supervise all other work done in connection with the installation, repair and servicing of the appliance.

All codes already adopted remain in effect, as do provisions regarding the notification of accidents.

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## Some Changes in U.S. Workmen's Compensation Legislation

Compulsory workmen's compensation coverage has been extended to seasonal farm workers in Massachusetts by a 1960 amendment to the state's workmen's compensation law. Formerly coverage was elective for seasonal and compulsory for non-seasonal farm workers.

This was one of the changes in compensation legislation made in the United States during 1960.

Delaware authorized voluntary coverage of farm workers, formerly excluded.

Among other changes last year in U.S. workmen's compensation legislation was the raising by Rhode Island of maximum weekly benefits for total disability, and for death by Maryland. Kentucky, New York, Puerto Rico and Virginia raised maximum weekly benefits for death and all types of disability.



# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance benefits increase 55 per cent from 485,000 at end of November to 754,000 at end of December, statistics\* show. The December figure includes 134,000 applicants for seasonal benefit

Claimants† for unemployment insurance benefit on December 30 numbered 754,000, an increase of 55 per cent over the total of 485,000 on November 30, and of 10 per cent over the figure of 686,000 on December 31, 1959. Males accounted for 85 per cent of the November-December increase.

Of the claimants at the end of December, 134,000 were classified as seasonal benefit applicants, compared with a total of 116,500 a year earlier and 15,000‡ at the end of November 1960. Although seasonal benefit claimants at the end of December formed almost the same proportion of the total number of claimants as in the previous year, their number was 15 per cent greater than it had been in December 1959.

The total number of claimants at the end of both December and November 1960 constituted a slightly larger proportion of the total number of insured persons than at the same times in 1959. For November the proportion was nearly 12 per cent in 1960 compared with 10 per cent in 1959. At the end of December 1959, claimants comprised 16 per cent of the total insured. Although the estimate for December 1960 is not yet ready, it is expected that it will be slightly higher than that of a year earlier.

During the 12 months ending November 1959, the insured population§ averaged 4,111,000. For the same period in 1959-60

\*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

‡As claims are filed in anticipation of seasonal benefit, a substantial proportion of the other 470,000 claimants on November 30 would have been eligible for seasonal benefit; however, as the computation was not completed at the end of the month, such cases are included as regular.

§Contributions and benefit are both on a weekly basis, and it is possible for a person to be a contributor and a claimant in the same week. To the extent that such cases occur in the last week of a month, the insured population would contain an element of duplication.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

the average was 4,147,000, an increase of 1.0 per cent. Since a 12-per-cent increase occurred in the average monthly claimant total, the employed segment declined. The insured employed figures do not reflect recent expansionary movements among certain service groups, e.g., education and hospitals, since, in the main, these are not covered employments. Further, it is likely that a substantial number of teen-agers are in the labour force but not in the insured population. They have had little opportunity to build up credits that would enable them to become claimants for unemployment insurance benefit. On the average about 82,000 teen-agers in the labour force were unemployed during 1960.

On December 31, between 80 and 85 per cent of those classed as having been on claim for four weeks or less were males. Males made up more than 80 per cent of the persons who had been on claim for eight weeks or less, but only between 60 and 65 per cent of those on claim for 13 weeks or more.

Although in general male claimants outnumber females by nearly four to one, a much larger proportion of the latter had been on claim for 13 weeks or more, viz., 25 per cent, compared with 10 per cent of the males. On the other hand, males on claim for less than nine weeks at the end of December outnumbered females by nearly five to one.

### Initial and Renewal Claims

Initial and renewal claims for benefit during December numbered 448,300, which

was 50 per cent more than the November total of 304,400, but only slightly greater than the total of 441,600 at the end of December 1959. In comparison with the previous year, initial claims were slightly less, but renewal claims 20 per cent more numerous.

The average weekly number of beneficiaries was estimated at 400,400 for December, 272,900 for November and 316,500 for December 1959.

Benefit payments totalled \$39,800,000 in December, \$26,600,000 in November and \$32,700,000 in December 1959.

The average weekly benefit payment was \$23.64 in December, \$23.19 in November, and \$21.51 in December 1959.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for December showed that insurance books or contribution cards had been issued to 4,979,849 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1960.

At December 31, 1960, employers registered numbered 332,441, an increase of 440 since November 30, 1960.

### Enforcement Statistics

During December 5,730 investigations were conducted by enforcement officers across Canada. Of these, 2,140 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 163 were miscellaneous investigations. The remaining 3,427 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 217 cases, 30 against employers and 187 against claimants.† Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 2,922.†

### Unemployment Insurance Fund

Revenue received in December totalled \$28,965,943.74 compared with \$29,214,672.56 in November and \$28,576,933.39 in December 1959. Benefits paid in December totalled \$39,765,535.77 compared with \$26,583,609.14 in November and \$32,661,332.95 in December 1959.

The balance in the Fund on December 31 was \$320,903,966.85; on November 30 it was \$331,703,558.88 and on December 31, 1959, it was \$471,094,255.96.

## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUB-1805, December 20, 1960

(Translation)

**Summary of the Main Facts:** The claimant lost his employment as business agent for a union on October 31, 1959 owing to lack of work. He filed an initial application for benefit on November 2, 1959, at which time he was registered for employment as a carpenter.

On the strength of the statements that he made in his weekly reports—to the effect that, for the weeks between November 1, 1959 and February 28, 1960, there were times he had done no work and received no earnings and times when he had worked only a single day and had not received any earnings in excess of \$15.00—he received benefits of \$30 a week until the end of February 1960.

On February 25, 1960, the claimant declared among other things, that after losing his job, he bought products from the A..... [Company] for \$48.06 with the intention of selling them. He also deposited a bond of \$100.00.

As his sales brought him very small profits after expenses were paid, he decided about the end of November 1959 to become a salesman for the Z—— [Company]. His work consisted of selling directly to retailers. According to his statement, his sales for this company were as follows:

On November 24, 1959	\$ 27.55
“ “ “	13.90
“ “ “	78.58
“ “ “	134.73
“ 25 “	132.43
“ 26 “	273.39
“ 27 “	41.20
December 2 “	84.30
“ 10 “	55.51
January 15, 1960	183.95
“ 16 “	193.45
“ 18 “	119.05
“ 19 “	100.11
“ 20 “	245.20
“ 25 “	58.85
“ 28 “	33.28
“ 28 “	70.95

†These do not necessarily relate to the investigations conducted during this period.

February	1	"	81.60
"	9	"	53.25
"	10	"	49.40
"	16	"	41.05
"	17	"	49.13
"	22	"	36.35

His gross profit was 12, 8 or even 5 per cent, according to the products sold. His gross profits hardly covered his expenses, so that he did not have any earnings. He worked from 8:00 a.m. to 5:00 p.m. every day except Fridays and Saturdays and two or three other days when he remained idle owing to the weather or to discouragement. He added:

On my weekly reports I indicated my earnings, the name of the employer, and as for the dates, I indicated only one day to identify the week. Moreover, from the fact that I indicated A..... or Z..... [Company], the office should have known that I was engaged in door-to-door selling. During the last three months, I have filled out and mailed three or four application forms by mail for jobs as a company representative. I am waiting to hear from them...

The Z—— [Company] submitted a report indicating that the claimant's gross earnings had been \$96.51, \$68.54 and \$42.62 for the months of December 1959, January 1960 and February 1960, respectively. The A—— [Company] likewise furnished the amount of purchases made by the claimant and also gave, in respect of these amounts, the suggested retail price: on November 17, 1959, goods were purchased at \$32.57 to retail at \$48.68; on December 1, 1959, goods were purchased at \$44.01 to retail at \$67.91 and finally, on December 8, 1959, goods were purchased at \$46.13 to retail at \$71.82.

The insurance officer notified the claimant on April 21, 1960, that he had disqualified him from receipt of benefit beginning November 1, 1959, because he was working in employment in which he was in the position of controlling his working hours and therefore he was not unemployed within the meaning of sections 54 (1) of the Act and 154 (1) of the Regulations. The insurance officer, on June 1, 1960, further disqualified the claimant in the amount of \$90 pursuant to section 65 of the Act, for having reported that he was unemployed and available when actually he was employed on his own account as a full-time commission salesman.

The claimant appealed to a board of referees on April 28, 1960. In his appeal he emphasized chiefly the fact that he was available and that he had had no income.

The board of referees which heard the claimant's appeal in his absence on July 14, 1960 was, by a majority, of the opinion that the explicit terms of section 154 (1) of the

Regulations left no room for finding that the claimant had been unemployed since November 1, 1959. The board likewise confirmed the decision of the insurance officer on the second count.

The dissenting member of the board of referees expressed the opinion that the claimant, who had declared the names of his employers and his earnings, had furnished sufficient information to make it possible to identify his work. He stressed that the claimant did not work on Saturdays, lost two or three days from time to time, and did not receive any earnings. The claimant's work in such a case should be judged rather as a pastime and the exception provided in section 154 (2) of the Regulations would be applicable here, especially if the fact were taken into consideration that the claimant was available at all times. As to the disqualification imposed under section 65 of the Act, he believed that it was not justified because of the claimant's good faith.

The claimant appealed to the Umpire on August 20, 1960, on the following grounds:

My reasons for appealing to the Umpire are as follows:

1. Reasons for appeal: from April 28, 1960, I have always been available for any jobs you might have offered me.

2. In accordance with section 154 (2) of the Regulations, a paragraph which is quoted in the argument of the dissenting member of the board of referees who represented the employees.

3. I was unemployed, capable of and available for work, and unable to obtain suitable employment.

4. I gave the name of the company with which I was doing business and the gross earnings, which are below the amount provided by the Act.

5. If I had had any doubt that I might be possibly considered as not available, I would have discontinued this pastime. The long period which elapsed between my entitlement to benefit and an investigation into my case seems to me to be a gap in the application of the Act.

6. I did not travel (work) from December 11, 1959 to January 7, 1960, nor from March 14, 1960 to May 1, 1960. I certify that during the periods mentioned I was completely idle, but capable of working.

I hope that the delay before the investigation, the complete information I have always given and the periods during which I did not work will be factors that will be considered on their merits when my case is reviewed and the decision handed down...

**Considerations and Conclusions:** Neither the claimant's availability for another job nor the amount of his earnings are important factors when it comes to determining his state of unemployment according to the terms of section 154 of the Regulations. Indeed, according to subsection (2) of that section, when a claimant, and this is true in the present case, is employed in any



employment in which he is in the position of controlling his working hours, he must, to be considered as unemployed, prove that the self-employment is "so minor in extent that a person would not under the circumstances normally follow it as a principal means of livelihood."

Now, there is proof that the present claimant, beginning November 1, 1959, spent much more time selling than the time implied by the words "so minor in extent" in subsection (2) quoted above. In fact, he has devoted as much time as a person selling similar products as his principal means of livelihood would have normally devoted under the same circumstances, at the same time of the year.

Consequently, the claimant has not proved that the provisions of subsection (2) of section 154 of the Regulations applied in his case and he is, therefore, not deemed to have been unemployed during the full weeks comprising the period in question in this case.

As for the disqualification imposed under section 65 of the Act, it is clear, in my opinion, that the claimant could not fail to know that the statements he made in his weekly reports did not contain the whole truth. For example, he declared neither work nor earnings with respect to the week commencing January 17, 1960, and his statement of February 25 contains the admission that his sales for that same week amounted to \$464.36 and that he worked for three days.

For all these reasons, I consider that the decision of the board of referees should be confirmed and I decide to dismiss the claimant's appeal.

### Decision CUB-1807, January 12, 1961

**Summary of the Main Facts:** The claimant, 59 years of age, filed an initial application for benefits on February 12, 1960 and registered for employment as a taxi despatcher. He had worked for a railway company in Medicine Hat, Alta., from November 14, 1919 to December 31, 1959, by which time he was a conductor. On the latter date he was retired on a pension for health reasons.

On February 16, 1960, the claimant made the following written statement at the local office of the Unemployment Insurance Commission in Medicine Hat (Exhibit 2):

My retirement due to ill health is because of a heart condition. I requested a medical from Dr. E....., who refuses to give me one as he considers that I am not fit for work.

Following hospitalization, my case was referred to the [company] doctors, who recommended to the [company] that I be withdrawn from service due to the health condition (heart and asthma).

I feel I am capable of work—answering the telephone. However, I cannot do any work that entails climbing stairs or exertion.

On the evidence before him, the insurance officer notified the claimant on February 22, 1960 that he was disqualified from receipt of benefit as of February 7, 1960, the effective date of his claim, on the ground that he had failed to prove that he was available for work (section 54 (2) (a) of the Act).

On February 26, 1960, the local office reported as follows (Exhibit 4):

Dr. E..... is claimant's personal physician who refuses to certify claimant as capable for employment.

Claimant could not state what type of work he is capable of other than answering phone. Watchman is out because of stair climbing in practically all cases and because of serious heart condition.

The claimant appealed to a board of referees on March 8, 1960, and stated (Exhibit 6):

...I am submitting a medical certificate by [a company doctor] setting forth that I am fit for light work only. In this connection, I feel I could work as a taxi despatcher, answering a telephone and using the radio intercom equipment involved. Have not however applied to the two companies operating taxis in Medicine Hat with these facilities.

I am willing to accept very light, sedentary work, but I cannot specifically state what it would be at this time.

The medical certificate referred to above is dated March 5, 1960, and reads: "This man is fit for light work only."

On April 16, 1960, the claimant wrote to the manager of the Commission's local office in Lethbridge, Alta., in which city he subsequently took up residence, and stated (Exhibit 8):

After a short illness the latter part of September 1959, I visited Dr. E..... on October 2nd. He told me I was medically fit to go out on my next trip which was October 5th, which I did. On October 7th, I was called to the [company's] office due to a letter they had received from Dr. E....., saying I was unfit for [company] duty. However, I continued in service, but was notified by the [company] to have a medical from one of their doctors, Dr. D....., the 10th of November 1959. I have a letter, over the signature of Supt. ...., that it was due to this medical that I was withheld from service November 18, 1959.

Since that time, through rest and treatment, my health has greatly improved. Therefore, Dr. D..... issued me a medical certificate March 5th, stating I was O.K. for light duties.

On March 8th, I applied at ..... Taxi for a job of despatching, but was told no vacancy at that time. They took my name and phone number, and said they would call me if a vacancy should arise. I have called in person since then, the last time being April 14th, but nothing was available for me.

I also inquired about a job of parking lot attendant, but was told that war veterans are given a preference here...

As for Dr. E..... being my personal physician, I usually have who is available at the clinic, when I need someone. Besides Dr. E....., I have had Dr. D..... and Dr. L..... & Dr. H.....

The claimant attended the hearing of his case by a board of referees in Lethbridge, Alta., on April 21, 1960. Those who attended the hearing also were his wife and two friends, a retired railway conductor and the yard foreman. The board, after taking into consideration all the evidence, both written and oral, as well as the Umpire's decisions CUBs 1268 and 1557, by a unanimous decision, dismissed the appeal and maintained the insurance officer's decision. The decision reads in part:

... [The claimant] stated that Dr. E..... who refused to give him a medical certificate was a heart specialist, and had been his personal physician for several years. Dr. M....., a member of the same clinic, however, was not a heart specialist.

[The claimant] stated that he had had a heart condition and some heart attacks over a period of seven years, as well as suffering from asthma at times. He is not a robust man. When questioned about the type of employment he could accept, he was very indefinite stating he did not know what he could do, but it would have to be very light, sedentary without stairs to climb.

It was pointed out to [the claimant] that even if he were given an indefinite disqualification as under this submission, this could be lifted if he found suitable employment on his own behalf...

The Brotherhood of Railroad Trainmen appealed to the Umpire on May 12, 1960. In the appeal, exception was taken to the statement in the board's decision that the claimant had a heart condition and "some heart attacks" over a period of seven years. In this connection, it was explained that while the claimant had a heart condition, he had never had a heart attack and that the railway company was of the opinion that his condition was such that he should not be in charge of a railway train. It was contended, however, that his condition would not prevent him from engaging in lighter employment and that he had made efforts to obtain light work such as a taxi despatcher, etc., in Medicine Hat and Lethbridge.

In a letter dated June 16, 1960, which was submitted for the Umpire's attention, the claimant stated: "I am at present employed by ——— Messenger Service, as a messenger, delivering 550 advertisements, climbing an average of six steps each place, each delivery." He also stated in connection with the comment of the local office (Exhibit 4), viz., "claimant could not state what type of work he is capable of":

After forty years (40) at one type of work, as in my case, it was difficult to state offhand, just what type of work I could do, other than what I had done when last employed, but was ready and willing to do anything I could handle.

The Brotherhood of Railroad Trainmen also requested an oral hearing before the Umpire. The hearing was finally held in Ottawa on November 21, 1960, after two postponements in September and October 1960, at the request of W. G. McGregor, Canadian Legislative Representative and Chief Agent of the Brotherhood, because of previous business commitments. The claimant was represented at the hearing by Mr. McGregor and the Unemployment Insurance Commission by Claude Dubuc, its Legal Adviser, and John A. G. MacDonald, a solicitor of the Legal Branch.

Mr. McGregor submitted a brief wherein he contended, in effect, that as the claimant had obtained work delivering hand bills which required him to climb stairs, such was proof that, in accordance with the medical certificate of March 5, 1960 referred to above, he was capable of performing light work and that moreover, this medical certificate should not be construed to suggest the claimant was incapable of light work prior to that date. In support of his arguments regarding the case, he referred to the Umpire's decisions CUBs 1077, 1456, 1462 and 1520.

He pointed out that the claimant had made efforts to obtain employment as a despatcher with a taxi company "and the fact that vacancies seldom occurred in the occupation which the claimant was capable of accepting and willing to accept was not sufficient to warrant a finding that he was not available for work as noted in CUB 1462."

He maintained also that the claimant had never withdrawn from the labour market and had sought work in a category suggested by his doctor "in line with his physical and mental capabilities and that the scope was not too restricted in his locality."

Mr. MacDonald contended that, as the evidence showed that the claimant had restricted his availability to light and secondary work involving no stair climbing and no exertion, it could hardly be said there would be a normal demand for a worker of his type in either of the two cities where he had successively lived since the date of his claim, viz., Medicine Hat and Lethbridge. Consequently, he had failed to prove that he was available for work as required by section 54 22) (a) of the Act.

In accordance with a request made by the Umpire at the hearing, the placement officer of the Medicine Hat local office supplied the following information:

- (1) Labour market conditions in this area during the month of February 1960 were very tight. All occupational classifications were in surplus.

(Continued on page 296)

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during January

### Works of Construction, Remodelling, Repair or Demolition

During January the Department of Labour prepared 213 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 265 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in January for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Construction (1951) Ltd. ....	3	\$835,532.00
Defence Production .....	106	408,095.00
Post Office .....	4	200,864.04
R.C.M.P. ....	10	95,597.82

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.



(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen, and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during January

During January the sum of \$4,095.42 was collected from eight contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 110 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during January

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Indian Head Sask:* Lord & Burnham Co Ltd, addition to greenhouse, Experimental Farm. *Melfort Sask:* Lord & Burnham Co Ltd, supply & erection of greenhouse, Experimental Farm. *Saskatoon Sask:* Fleming-Pedlar Ltd, installation of growth chambers, forage crops headerhouse, Research Station. *Lethbridge Alta:* General Farm Supplies Ltd, erection of prefabricated steel sheep barn with concrete foundation, Animal Pathology Laboratory. *Creston B C:* F Romano Construction, construction of garage & storage bldg, Experimental Sub-station.

### Atomic Energy of Canada Limited

*Chalk River Ont:* John Kovacs, \*filling & taping of joints in wallboards of Bldg 456 extension; John A McGregor (Renfrew) Ltd, \*plastering of north wall of new entrance & passageway of extension of Bldg 100; Frank Sanzo & Co, \*masonry repairs to walls of Bldg 536.

### Central Mortgage and Housing Corporation

*St John's Nfld:* James Parry, \*carpentry & miscellaneous repairs (Vets 1/49). *Aylmer Ont:* Roscoe Alcorn, \*general maintenance (1/48). *Belleville Ont:* W Danford & Son, \*general maintenance (2/48 & 3/49). *Ottawa Ont:* Lewis M Bryan, \*snow removal, Strathcona Heights (Project 6). *Pembroke Ont:* G A Bechamp, \*carpentry & general maintenance (1/48 & Atomic Energy). *Lethbridge Alta:* McLaren Construction Co, \*replacement of tile floors, wartime houses (Projects 4/48 & 5/49). *Medicine Hat Alta:* Jacob Emann, \*carpentry repairs to wartime houses (Projects 1, 2 & 3).

### Department of Citizenship and Immigration

*Sioux Lookout Indian Agency Ont:* Peterson Electric Co Ltd, electrical re-wiring at McIntosh IRS; Paul G Wallin Ltd, construction of Canyon River bridge, McIntosh. *Fisher River Indian Agency Man:* G K Smith, conversion of heating systems, Peguis No 1 & 4, Murdock & Lake Manitoba No 2 day schools. *Portage la Prairie Indian Agency Man:* G T Smith & Sons Ltd, electrical re-wiring of Birtle IRS. *Duck Lake Indian Agency Sask:* Dan S McLean, installation of walk-in freezer, Duck Lake IRS. *Blackfoot Indian Agency Alta:* Lundmark Construction Ltd, renovations & addition to Agency Office, Gleichen. *Saddle Lake Indian Agency Alta:* Genereaux Building Supplies Ltd, floor covering & redecorating, Blue Quills IRS, St Paul. *Kamloops Indian Agency B C:* Western Builders & Contractors Ltd, erection of fire escapes & bldg renovations, Kamloops IRS. *Kootenay Indian Agency B C:* Jarvis Construction Co Ltd, erection of fire escapes & bldg renovations, Kootenay IRS. *Kwawkwalth Indian Agency B C:* K Moore & Co Ltd, electrical & power house construction, Quatsino Indian day school. *Lytton Indian Agency B C:* Jarvis Construction Co Ltd, erection of fire escapes & bldg renovations, St George's

IRS. *West Coast Indian Agency B C*: Turner Contracting Co Ltd, electrical & power house construction, Opetaht Indian day school; Tryson & Son Iron Works Ltd, erection of fire escapes & bldg renovations, Alberni IRS. *Williams Lake Indian Agency B C*: Joe Ooyevaar Construction, installation of floor tiling & linoleum, Cariboo IRS. *Fort Simpson Indian Agency N W T*: John D Goodall, construction of seven Indian houses, Fort Simpson.

### Defence Construction (1951) Limited

*Summerside P E I*: Malach Roofing & Flooring Ltd, roof alterations to four DLP steel trussed hangars, RCAF Station. *Cornwallis N S*: "Automatic" Sprinkler Co of Canada Ltd, installation of sprinkler system in Bldg 7, HMCS *Cornwallis*. *Halifax N S*: Cardinal Painting & Decorating Co Ltd, interior painting of 121 apts. *Barriefield Ont*: Ball Bros Ltd, construction of nursing sisters' quarters, Canadian Forces Hospital. *Camp Borden Ont*: Ellis Don Ltd, construction of QM & Technical Stores Bldg. *Centralia Ont*: Frank Van Bussel & Sons Ltd, construction of Protestant Chapel with outside services, RCAF Station. *Downsview Ont*: Leo's Excavating & Grading Ltd, construction of storm drainage system, RCAF Station. *Trenton Ont*: Central Bridge Co Ltd, supply & erection of structural steelwork for bldg 58, RCAF Station. *Namao Alta*: Paramount Electric (Alberta) Ltd, improvement to lighting in Bldg 236, RCAF No 7 Supply Depot storage. *Chilliwack B C*: Continental Painters & Decorators, interior painting of 99 PMQs & 12 bldgs. *Comox B C*: K Moore & Co Ltd, construction of pumphouse & alterations to existing pumphouse, RCAF Station; D Robinson Construction (1952) Ltd, construction of tacan bldg & tower, RCAF Station.

### Building and Maintenance

*Longue Pointe Que*: J Beckner Inc, repairs & alterations to high-pressure boilers, burners & controls in central heating plant; E C Scrivens & Co Ltd, installation of heating & ventilating system in Office Accommodation Bldg. *Montreal Que*: Century Sprinklers Co Ltd, supply & installation of sprinkler fire protection system, 710 & 740 Belair St. *Ste Foy Que*: Daniels & Mannard Ltd, interior painting of 151 PMQs. *Valcartier Que*: Daniels & Mannard Ltd, interior painting of 140 PMQs. *Clinton Ont*: Planned Renovators Ltd, fire retardant painting of nine bldgs, RCAF Station. *North Bay Ont*: Walker Painting & Decorating Co Ltd, interior painting of 60 PMQ's, RCAF Station. *Oakville Ont*: J B MacKenzie & Son Ltd, extension to officers' mess, Ortona Barracks. *Petawawa Ont*: Canadian Comstock Co Ltd, rewiring & relighting of drill hall, B-21. *Rockcliffe Ont*: F W Jackson & Sons Ltd, fire retardant coating within hangars 66, 67 & 68, RCAF Station; Art Gaudreau & Rene Robitaille, interior painting of 159 PMQs, RCAF Station. *Winnipeg Man*: Buhle Painting & Decorating Co Ltd, interior painting of 67 PMQs, Fort Osborne Barracks; Peter Boorberg, construction & installation of underground oil storage tanks. *Moose Jaw Sask*: J Beer Painting & Decorating, interior painting of 60 PMQs. *Calgary Alta*: J Mason & Sons Ltd, interior painting of 100 PMQs, Currie Barracks. *Penhold Alta*: Jericho Products Ltd, supply & installation of 141 metal windows, RCAF Station.

### Department of Defence Production

*Summerside P E I*: Maritime Asphalt Products Ltd, tiling of floors in hospital, RCAF Station. *Cornwallis N S*: Fred T Cleveland, interior painting of drill hall section, Bldg No 4, with fire retardant paint, HMCS *Cornwallis*. *Dartmouth N S*: Foundation of Canada Co Ltd, fabrication of wood construction "Insulcrete" lined water tank for testing sonar equipment, HMCS *Shearwater*. *Saint John N B*: Acadia Marble, Tile & Terrazzo Ltd, \*laying of tile & terrazzo at Armoury, Barrack Green. *Ipperwash Ont*: Bernardo Marble & Terrazzo & Tile Co Ltd, laying of floor tile in Bldgs 20, 26 & 31; Len J McCarthy, painting interior of five bldgs. *Uplands Ont*: Dominion Bridge Co Ltd, fabrication & erection of structural steel for extension to Hangar No 1. *Fort Churchill Man*: J Beer, interior painting of Bldg D-6. *Shilo Man*: Bill Bowen's Floor Covering Service, sanding floors & laying linoleum floor tile in 37 PMQs, Military Camp. *Lancaster Park Alta*: Bennett & White (Alberta) Ltd, construction of unit store in Bldg 236, No 7 Supply Depot, RCAF Station, Namao. *Belmont Park B C*: C D Johnston, painting interiors of 25 PMQs. *Esquimalt B C*: Old Country Decorators Ltd, repainting interior & exterior of Bldg No 14, HMC Dockyard; Victoria Paving Co Ltd, paving access roads to storage areas, Munro Head. *Sea Island B C*: Permasteel Engineering Ltd, supply & erection of steel bldg. *Vancouver B C*: Continental Painters & Decorators, repainting of first floor of Bldg No 104, South Jericho.



## Department of Fisheries

*Alberton P E I:* Alberton Industries, \*construction of wooden patrol boat for service in Maritimes. *Vancouver B C:* Bel-Aire Shipyard Ltd, \*construction of patrol vessel.

## Department of Justice

*Dorchester N B:* Richard & B A Ryan (1958) Ltd, construction of Industrial Shops Bldg C-18, Dorchester Penitentiary; Richard & B A Ryan (1958) Ltd, construction of slaughter house bldg No 57, Dorchester Penitentiary. *St Vincent de Paul Que:* Leonard J Weber Construction Co, construction of Industrial Shops Bldg C-23, St Vincent de Paul Penitentiary. *Joyceville Ont:* Konvey Construction Co Ltd, construction of shops bldg No 6, Joyceville Institution.

## Department of Mines and Technical Surveys

*Halifax N S:* Purdy Bros Ltd, \*annual refit of CGS *Baffin*; Dominion Steel & Coal Corporation Ltd, \*annual refit of CGS *Kapuskasing*. *Lunenburg N S:* Smith & Rhuland Ltd, \*construction of nine echo sounding launches. *Pictou N S:* Ferguson Industries Ltd, \*annual refit of CGS *Acadia*; Ferguson Industries Ltd, \*annual refit of CGS *Cartier*. *Victoria B C:* Yarrows Ltd, \*annual refit of CGS *William J Stewart*; Victoria Machinery Depot Co Ltd, \*electrical re-wiring of CGS *William J Stewart*.

## National Harbours Board

*Montreal Que:* Foresteel Products Ltd, modification to marine towers, Elevator No 3; Foresteel Products Ltd, modifications to Marine Towers, Elevator B-1. *Vancouver B C:* Metro Construction Co Ltd, construction of ~~some~~ shed, False Creek Fishermen's Terminal.

## Department of Public Works

*Glenwood Nfld:* H C Sims Ltd, construction of post office bldg. *St John's Nfld:* T C Gorman (Nova Scotia) Ltd, harbour improvements, North Shore. *Milligan's Shore P E I:* Edmond A Arsenault, construction of wharf. *Port Hill P E I:* Edmond Arsenault, wharf repairs. *Skinner's Pond P E I:* Harold N Price, extension of West pier. *Barrachois N S:* Stanley Reid, wharf construction. *Bayfield N S:* R A Douglas Ltd, wharf repairs. *Bear Point N S:* Kenney Construction Co Ltd, improvements to wharf. *Church Point N S:* Mosher & Rawding Ltd, construction of rock mound groyne. *Dartmouth N S:* Atlas Construction Co Ltd, construction of office & laboratory bldg & depot & stores bldg, Oceanographic-Hydrographic Research Station. *L'Archeveque N S:* Albert MacDonald, breakwater repairs. *Louisburg N S:* Maritime Builders Ltd, wharf repairs. *Mabou N S:* Stephens Construction Ltd, construction of post office bldg. *Pictou N S:* MacDougall Construction Co Ltd, construction of warehouse. *Poirierville N S:* Charles L Wisen, wharf repairs. *Whitney Pier N S:* Maritime Builders Ltd, construction of post office bldg. *Bath N B:* Clumac Construction Ltd, construction of post office bldg. *Curry's Cove N B:* J W McMulkin & Son Ltd, wharf improvements. *Fredericton N B:* Atlas Construction Co Ltd, construction of headerhouse with semi-laboratories & connecting tunnel to existing laboratory bldg. *Moncton N B:* Ellis-Den Ltd, alterations & addition to federal bldg. *Berthier Island Que:* George Turnbull, painting steelwork of three bridges. *Calumet Que:* Sinclair Supply Co Ltd, construction of post office bldg. *Cap de la Madeleine (Ste Marthe) Que:* Allmo Paving Ltd, repairs to retaining wall. *Champlain Que:* Marquett Construction Inc, repairs to protection works. *Contrecoeur Que:* Welco Construction Inc, repairs to retaining walls. *Lanoraie Que:* Gregoire Perrault Inc, construction of post office bldg. *Montreal Que:* E G M Cape & Co (1956) Ltd, supply & installation of postal counters, marble dados, mail chutes, fittings & equipment, etc, Place d'Armes Postal Station; Berwil Boiler & Steel Works Ltd, repairs to boiler No 2, Customs Examining Warehouse; Beaver Master Services Ltd, interior cleaning of UIC Bldg, St Urban St; Foster Wheeler Ltd, supply & installation of boilers, Queen Mary Veterans' Hospital. *Newport Point Que:* Eugene Beaulieu, harbour improvements. *Normetal Que:* Francois Michaud, construction of post office bldg. *Rimouski Que:* Adrien Berube, construction of concrete foundations for shed. *Robertsonville Que:* Conrad Lessard Ltd, construction of post office bldg. *Rosemount Que:* Giard Construction Co Ltd, addition & alterations, etc, Postal Station. *Ste Anne de la Perade Que:* Alban Trudel Enr, construction of post office bldg. *St Lambert Que:* Georges Bowman, electrical alterations, federal bldg. *St Leonard d'Aston Que:* Jacques Montplaisir Inc, construction of post office bldg. *St Michel des Saints Que:* Reginald



St Georges, construction of post office bldg. *St Pie de Bagot Que*: Gaeton Ducharme, construction of post office bldg. *Sept Iles Que*: Les Carrieres Sept Iles Inc, construction of stone mound & fill. *Shawbridge Que*: S Schulz Inc, construction of post office bldg. *Amherstburg Ont*: McQueen Marine Ltd, construction of retaining wall. *Armstrong Ont*: Hakala Construction, construction of post office bldg. *Balmertown Ont*: A K Penner & Sons Ltd, construction of post office bldg. *Boyd's Bay Ont*: B & J Fawcett, wharf replacement. *Cedar Point Ont*: Stellmar Contracting Co, wharf repairs & breakwater. *Copper Cliff Ont*: Roman Builders & Contractors, alterations & repairs to post office. *Fort Frances Ont*: Stead & Lindstrom Ltd, construction of dormitory, chapel, 3 classroom school & gymnasium, Fort Frances Indian Agency. *Hamilton Ont*: Beatty-Hall Construction Co Ltd, alterations to UIC accommodation, Cornell Bldg. *Ignace Ont*: A K Penner & Sons Ltd, construction of post office bldg. *Kingston Ont*: G Splinter & Sons, construction of RCMP detachment quarters. *Kingsville Ont*: Dear Construction Co Ltd, repairs to west pier. *Little Current Ont*: Carrington Construction Co Ltd, wharf repairs. *Manitowaning Ont*: P M Lechlitner, wharf repairs. *Moose Factory Ont*: Pulsifer Construction Ltd, repair of fire damage, Medical Superintendent's residence. *Ottawa Ont*: Beaudoin Construction Ltd, installation of cafeteria facilities, Surveys & Mapping Bldg, 601 Booth St; A Lanctot Construction Co Ltd, addition to & other related work at 554 & 568 Booth St; A Bruce Benson Ltd, alterations & repairs, Vimy Bldg, 370 Sparks St; Presley Painting & Decorating Co Ltd, interior redecoration of Confederation Bldg; A Lanctot Construction Co Ltd, addition, alterations & test pit, Mines & Technical Surveys Bldg, 554 Booth St for Dept of Mines & Technical Surveys; Roger Lafleur, repairs to ornamental ironwork, East Block, Parliament Hill; Unicrete Construction Ltd, erection of control house & supply & installation of racks & fences for outdoor exposure area, Riverside Drive Development. *Owen Sound Ont*: Looby Construction Ltd, construction of retaining wall; Ruliff Grass Construction Co Ltd, waling replacement (stage 3). *Penetanguishene Ont*: Norman R Polmateer, alterations to postal department at federal bldg. *Plantagenet Ont*: Armand Simard, construction of post office bldg. *Port Dover Ont*: Ruliff Grass Construction Co Ltd, repairs to pier. *Rockport Ont*: Fort Construction & Equipment Ltd, construction of wharf. *Russell Ont*: Paul Daoust Construction Ltd, construction of post office bldg. *Seeley's Bay Ont*: Fort Construction & Equipment Ltd, construction of wharf. *Westport Ont*: Robert D Mackay Construction Co Ltd, wharf construction. *Warton Ont*: McNamara Marine Ltd, wharf reconstruction. *Lundar Man*: Steinbach Lumber Yards Ltd, construction of post office bldg. *Winnipeg Man*: Henry J Funk, installation of stairway & alterations, Customs Examining Warehouse. *Prince Albert Sask*: Auramenko Painting & Decorating, interior painting of federal bldg. *Turtleford Sask*: Hans Peter Friedrich, construction of post office bldg. *Devon Alta*: New West Construction Co Ltd, construction of post office bldg. *Hythe Alta*: Universal Construction Co Ltd, construction of post office bldg. *Milk River Alta*: Bird Construction Co Ltd, construction of post office bldg. *Strathmore Alta*: Mameczasz Bridge Construction, construction of post office bldg. *Campbell River B C*: Wakeman & Trimble Contractors Ltd, breakwater extension. *Invermere B C*: Universal Construction Co Ltd, construction of post office bldg. *Kanaka Creek B C*: Pacific Piledriving Co Ltd, construction of fishermen's landing. *Kingsgate B C*: Adolph Construction Co, alterations & repairs to canopies, Customs & Immigration Bldg. *Lyall Harbour B C*: Fraser River Piledriving Co Ltd, wharf repairs. *Marysville B C*: Fabro Building & Supply Co Ltd, construction of post office bldg. *Montague Harbour B C*: Pacific Piledriving Co Ltd, construction of small boat landing. *New Brighton B C*: Quadra Construction Co Ltd, wharf repairs. *New Westminster B C*: Premat Construction Ltd, construction of concrete retaining wall & drainage lines. *Port Kells B C*: Frank Philip Moberg, construction of post office bldg. *Union Bay B C*: Quadra Construction Co Ltd, approach & float renewal. *Valemount B C*: Crawley & Mohr Ltd, construction of post office bldg. *Vancouver B C*: Eyford-Anderson Construction Co Ltd, alterations to ground floor & basement, Indian Health Services Bldg, 4824 Fraser St. *Westview B C*: Pacific Piledriving Co Ltd, construction of boat harbour. *Chesterfield Inlet N W T*: Black, Sivalls & Bryson Ltd, installation of oil tank. *Enterprise N W T*: B G Linton Construction Ltd, clearing right-of-way, Mackenzie Highway, Mile 25 to Mile 51. *Fort McPherson N W T*: Hillas Electric Co Ltd, supply & installation of electrical system for various bldgs; Albert E Smith, supply & installation of plumbing & oil feeder line systems for various bldgs. *Inuvik N W T*: Progress Electric Ltd, electrical work; Alberta Mechanical Contractors Ltd, mechanical & refrigeration work.

## Contracts Containing the General Fair Wages Clause

*St John's Nfld:* E F Barnes Ltd, repairs afloat to Dredge No 400; Canadian National Railways (Newfoundland) Dockyard, repairs in Drydock to Dredge No 400; E Miller, alterations to Gas Plant Bldg. *Charlottetown P E I:* Ferguson Industries Ltd, repairs & renewals, Dredge No 20; Charlottetown Marine Industries Ltd, repairs & renewals, Dredge No 2. *Andover N B:* Ernest Lewis, interior painting, etc, Customs & Immigration Bldg. *Clair N B:* Tom M Picard, interior painting, etc, Customs & Immigration Bldg. *Saint John N B:* Canadian Johns Manville Ltd, installation of acoustic tile, Customs Bldg; Eastern Painting Contractor, interior painting, etc, Sudon Bldg; Ferguson Industries Ltd, repairs to Tug *Canso*. *Asbestos Que:* Frechette & Fils, general repairs to federal bldg. *Bagotville Que:* J A Simard, general repairs to federal bldg. *Cantic Que:* Walter Keddy & Sons Ltd, construction of bus shelter, Customs & Immigration Bldg. *Causapscau Que:* Pierre Durette, interior repainting, federal bldg. *East Angus Que:* W Pinard, interior repainting & repairs, federal bldg. *Gaspe Que:* Nazaire Nathurin, interior repainting & glazing, federal bldg. *La Malbaie Que:* Andre Dallaire, general repairs to federal bldg. *Magog Que:* Yvon Giguere, replacement of furnace, federal bldg. *Quebec Que:* Antonio Lortie, interior repainting, UIC Bldg. *St Raymond Que:* Roger Beaupre, general repairs to federal bldg. *St Sauveur Que:* Wm Leroux, interior painting, federal bldg. *Sherbrooke Que:* Romeo Paquet, interior painting & repairs, UIC Bldg. *Three Rivers Que:* Rene Levasseur, general alterations to federal bldg. *Fort William Ont:* Klomp Construction, alterations to Customs Bldg. *Hamilton Ont:* John Kenyon, interior painting, public bldg. *Kapuskasing Ont:* Geo C Bilbrough, interior painting, federal bldg. *Ottawa Ont:* F J Shouldice Co Ltd, enlarging dark room, Observatory, CEF; Rene Cleroux, installation of heaters, Monitor Bldg, CEF; Ottawa Mechanical Services Ltd, repairs to waterpipe system, CEF; H G Francis & Sons, supply & installation of sink, Neathy Bldg, CEF; Evans & Bellman Co, ventilation repairs to Seminary Bldg, RCMP Headquarters; Arnold Construction, general alterations to Royal Canadian Mint; J R Statham Construction Ltd, general alterations to Carswell Bldg; A Bruce Benson Ltd, supply & installation of partitions, No 1 Temporary Bldg; Roger E Boivin, redecorating 4th rooms, No 1 Temporary Bldg; M Sullivan & Sons Ltd, alterations to No 6 Temporary Bldg; J L Dugal & Son, redecoration of No 9 Temporary Bldg; Andrews Bros Construction (Ottawa) Ltd, general alterations to Birks Bldg; Irving-Harding Ltd, roof repairs, East Block, Parliament Bldgs; Proulx Electric, lighting repairs, East Block, Parliament Bldgs. *McTeer Agencies Reg'd*, supply & installation of partitions, Justice Bldg; J L Dugal & Son, redecoration of East Block, Parliament Bldgs; D W Hayworth Ltd, supply & installation of smoke density indicators, various bldgs; A Bruce Benson Ltd, general alterations to Norlite Bldg; Wm Morgan & Son, general alterations to Plouffe Park Bldg; L Beaudoin Construction Ltd, general alterations & painting, Woods-Canadian Bldg; Ottawa Iron Works Ltd, general repairs to Postal Terminal "A" Bldg; Bun Wiseman, alterations to Kent-Albert Bldg. *Winnipeg Man:* Building Mechanics Ltd, lunchroom alterations to Postal Station "D". *Rosetown Sask:* McCulloch Bros, renovations to federal bldg. *Inck Knorr*, interior painting, federal bldg. *Wadena Sask:* J Kuczerpa, screenline renovations, federal bldg. *Yorkton Sask:* Becker's Construction & Millwork, construction of strong room, federal bldg. *Douglas B C:* Andreas B Haavik, general alterations, Customs & Immigration Bldg; Harwood Roofing Ltd, roof repairs, Customs & Immigration Bldg. *Fraser River-Nicomien Slough B C:* Marine Pipeline & Dredging Ltd, dredging. *Kitimat B C:* Goddard Construction & Engineering Ltd, interior painting, Crown-owned residences. *New Westminster B C:* John Manly Ltd, construction & delivery of dump scow. *Squamish B C:* Centennial Dredging & Sand Ltd, dredging. *Vancouver B C:* Osborne Shipyard Ltd, construction of fibre glass survey launch.

## St. Lawrence Seaway Authority

*Iroquois Ont:* R H Casselman, drilling of well, Iroquois Lock. *St Catherines Ont:* Aiken & MacLachlan Ltd, modification of culverts & ports, Locks 3 & 7, Welland Canal, Western District; Dominion Bridge Co Ltd, modification of bridges Nos 5, 10, 13 & 14 for diesel standby power, Welland Canal, Western District.

## Department of Transport

*Gander Nfld:* McNamara Construction of Newfoundland Ltd, recapping & surface treatment of portions of runway 14-32, Airport. *Halifax N S:* Graeme A Stuart, construction of water supply pumphouse & associated work, International Airport. *Dorval Que:* John Caron Construction Inc, construction of instrument landing system & related works,

(Continued on page 289)

# PRICES AND THE COST OF LIVING

## Consumer Price Index, February 1961

The consumer price index (1949=100) declined 0.2 per cent from 129.2 to 128.9 between January and February 1961.\* A year ago the index was 127.2.

The decrease resulted entirely from a drop of 0.8 per cent in the food index. The other four component indexes were unchanged.

Lower prices for citrus fruits, fresh tomatoes, eggs, lettuce and beef outweighed price increases for other meats, apples and some fresh vegetables and the food index moved from 124.4 to 123.4.

The shelter index was unchanged at 144.7, with the rent component continuing at the January level while minor price changes within the home-ownership component were offsetting.

The clothing index remained at 111.6 as price increases in women's wear were offset by lower prices for men's and children's wear, and footwear.

Higher prices for fuel and textiles balanced lower prices for furniture, floor coverings, some utensils and household sup-

\*See Table F-1 at back of book.

plies and the household operation index was unchanged at 123.3.

The other commodities and services index, unchanged at 138.3, reflected price increases for transportation, recreation, and tobacco, which were offset by lower prices for pharmaceuticals and personal care items.

Group indexes one year earlier (February 1960) were: food 120.8, shelter 142.9, clothing 109.8, household operation 123.2, and other commodities and services 137.0.

As previously announced, a revision of the consumer price index is being completed to bring the items included in the index, and their relative importance, in line with more current family purchases as reported in the family expenditure survey of 1957. Publication of the index on the revised basis will begin with the March 1961 index, which will appear in the April LABOUR GAZETTE. The index will continue on the time base 1949=100.

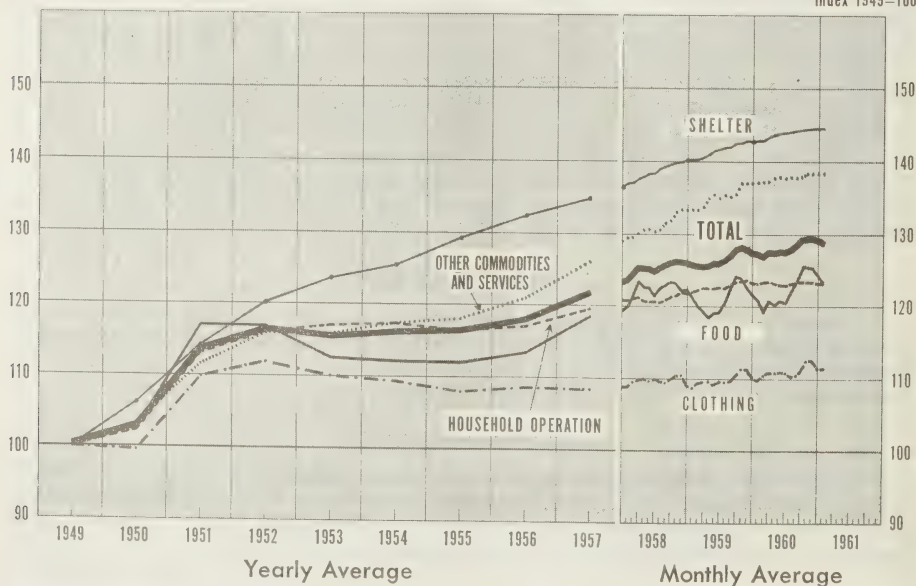
## City Consumer Price Indexes, January 1961

Consumer price indexes (1949=100) declined in all ten regional cities between December 1960 and January 1961, the

## CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100





decreases ranging from 0.1 per cent in St. John's to 0.5 per cent in Toronto.†

Food indexes declined in all but one of the ten regional cities; the decreases ranged from 0.2 per cent in Montreal to 1.3 per cent in Toronto. The St. John's food index increased a fractional 0.1 per cent.

Shelter indexes were unchanged in six of the ten cities, up in three cities and down in the remaining city. Clothing indexes declined in eight of the ten regional cities and were unchanged in the other two. Household operation indexes were down in seven regional cities, unchanged in two and up fractionally in the remaining city. Other commodities and services indexes declined in six cities and were unchanged in the remaining four.

Regional consumer price index point changes between December and January were as follows: Toronto -0.6 to 131.2; Halifax -0.5 to 127.9; Winnipeg -0.5 to 127.3; Ottawa -0.4 to 129.7; Vancouver -0.4 to 130.3; Saint John -0.3 to 130.0; Montreal -0.3 to 129.4; Saskatoon-Regina

-0.3 to 125.1; Edmonton-Calgary -0.2 to 125.1; St. John's -0.1 to 116.2\*.

### U.S. Consumer Price Index, January 1961

The United States consumer price index (1947-49=100) declined slightly between mid-December and mid-January. It was the first drop since January 1960.

At 127.4, however, it was still two full points (1.6 per cent) higher than the index one year earlier. The mid-December 1960 index was 127.5.

Every group index except one declined or remained unchanged in the month. The exception was medical care, which increased 0.3 per cent. The drop in the total index was attributed to declines in apparel, food and automobiles.

### U.K. Index of Retail Prices, December 1960

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose from 111.9 to 112.2 between mid-November and mid-December 1960. The index for December 1959 was 110.2.

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## Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 149

### Annual Reports

1. CALIFORNIA. DEPARTMENT OF INDUSTRIAL RELATIONS. DIVISION OF LABOR STATISTICS AND RESEARCH. *Union Labor in California, 1959; a Report on Union Membership, Night-Shift Premium Pay Provisions in Union Agreements*. San Francisco, 1960. Pp. 35.

2. CANADA. UNEMPLOYMENT INSURANCE COMMISSION. *Nineteenth Annual Report, Fiscal Year ending March 31, 1960*. Ottawa, Queen's Printer, 1960. Pp. 50.

3. GREAT BRITAIN. MINISTRY OF LABOUR. *Time Rates of Wages and Hours of Work, 1st April, 1960*. London, HMSO, 1960. Pp. 301.

4. NEW YORK (STATE). WORKMEN'S COMPENSATION BOARD. *Summary of Board Activities, 1959*. [Albany, 1960] Pp. 29.

5. QUEBEC (PROV.). DEPARTMENT OF LABOUR. *General Report on the Activities ... During the Financial Year ending March 31, 1960*. Quebec, Queen's Printer, 1960. Pp. 338.

6. WORLD CONFEDERATION OF ORGANIZATIONS OF THE TEACHING PROFESSION. *WCOTP Annual Report including a Summary of the Proceedings of the Assembly of Delegates, Amsterdam, 1960*. Washington, 1960. Pp. 96.

### Education, Vocational

7. AMERICAN VOCATIONAL ASSOCIATION. *Developing Educational Specifications for Vocational Practical Arts Facilities*. Washington, Distributed by the American Vocational Association, 1960. Pp. 48.

8. AMERICAN VOCATIONAL ASSOCIATION. *A Guide to improving Instruction in Industrial Arts; a Revision of Standards of Attainment in Industrial Arts and Improving Instruction in Industrial Arts*. Washington, 1953. Pp. 119.

9. AMERICAN VOCATIONAL ASSOCIATION. RESEARCH AND PUBLICATIONS COMMITTEE.

†See Table F-2 at back of book.

\*On base June 1951=100.

*Area Vocational Education Programs.* Washington, 1959. Pp. 40.

10. CANADA. DEPARTMENT OF LABOUR. *Training Programs and Courses for Canadian Government Employees.* Ottawa, 1960. Pp. 140.

"This report on training programs and courses in federal government departments and agencies deals with the methods and procedures of providing organized or supervised training for persons employed in technical, industrial and clerical occupations at the supervisory and operational levels."

11. EUROPEAN PRODUCTIVITY AGENCY. *Accelerated Vocational Training for Unskilled and Semi-Skilled Manpower.* Project EPA 6/08. Paris, 1960. Pp. 492.

Contains a report on an international seminar on accelerated vocational training for unskilled and semi-skilled manpower, and individual country reports.

12. INGRAM, J. FRED. *What makes Educational Vocational?* Washington, American Vocational Association, 1960. Pp. 9.

13. NETHERLANDS (KINGDOM, 1815- ) MINISTRY OF SOCIAL AFFAIRS AND PUBLIC HEALTH. *Vocational Training for Adults in the Netherlands.* [The Hague, 1960?] Pp. 115.

14. U.S. OFFICE OF EDUCATION. DIVISION OF VOCATIONAL EDUCATION. *Teacher Competencies in Trade and Industrial Education based on Findings from the Study, Qualifications and Preparation of Trade and Industrial Teachers,* by John P. Walsh. Washington, GPO, 1960. Pp. 64.

Among other things, this study identifies and evaluates the knowledge, skills, and abilities necessary for teaching trades.

## Industrial Relations

15. EDITORIAL RESEARCH REPORTS. *Labor, Management, and the National Interest,* by Helen B. Shaffer. Washington, 1960. Pp. 565-581.

Describes a number of joint labour-management conferences that have been held in the U.S. to discuss mutual problems.

16. LABOR-MANAGEMENT CONFERENCE, WEST VIRGINIA UNIVERSITY. 10TH, 1960. *Proceedings of the Tenth Annual Labour-Management Conference, April 21-22, 1960.* Arranged in co-operation with the College of Commerce, the College of Law [and] the Department of Political Science. Morgantown, Institute of Industrial Relations, West Virginia University, 1960. Pp. 105.

The proceedings include (1) an examination of certain issues in contention in collective bargaining; (2) a discussion of the Labor-Management Reporting and Disclosure Act of 1959; and (3) a simulated mediation session in which seven members of the U.S. Federal Mediation and Conciliation Service play the parts of union and company negotiators, and mediator. In this simulated dispute the points at issue were the union shop, automatic in-

creases to the top of rate ranges, additional holidays, subcontracting, and the method of selecting an arbitrator.

17. MICHIGAN. UNIVERSITY. BUREAU OF INDUSTRIAL RELATIONS. *Addresses on Industrial Relations. 1960 Series.* Ann Arbor, 1960. 1 volume (various pagings).

Some of the topics discussed include industrial relations, labour arbitration, executive compensation, fringe benefits, supervisor training, and businessmen's participation in politics.

## Industry—Location

The following two surveys were prepared and published by the Industrial Development Branch of the Department of Industry and Development of Alberta in Education in 1960.

18. *Town of Edson.* Rev. 1960. Pp. 19.

19. *Village of Sedgewick.* Rev. 1960. Pp. 10.

## Labour Laws and Legislation

20. FARMER, GUY. *Strikes, Picketing and Secondary Boycotts under the Landrum-Griffin Amendments.* New York, 1960. Pp. 43.

The author, an attorney specializing in labour law, served as chairman of the National Labor Relations Board from 1953 to 1955. He discusses the effect of the Labor-Management Reporting and Disclosure Act of 1959 on picketing and secondary boycotts and on strikes.

21. U.S. BUREAU OF LABOR-MANAGEMENT REPORTS. *Requirements for electing Union Officers as prescribed in Title IV and Related Provisions of the Labor-Management Reporting and Disclosure Act,* Washington, GPO, 1960. Pp. 57.

Under the provisions of the Labor-Management Reporting and Disclosure Act of 1959 "the maximum length of the terms of office of elected union officials has been fixed for various types of labor organizations; certain requirements for candidacy have been prescribed; minimum union election campaign standards have been established for local unions and for national and international unions; and rules for the conduct of elections have been enacted."

22. U.S. NATIONAL LABOR RELATIONS BOARD. *Summary of the Labor Management Relations Act, as amended through 1959. Taft-Hartley Act.* Washington, GPO, 1960. Pp. 24.

## Labour Supply

23. CANADA. NATIONAL EMPLOYMENT SERVICE. *National Employment Service, geared to Canada's Employment Needs.* Ottawa, Queen's Printer, 1960. Pp. 32.

A brief description of the work done by the National Employment Service of Canada.

24. CONFERENCE ON TECHNIQUES FOR FORECASTING FUTURE REQUIREMENTS OF SCIENTIFIC AND TECHNICAL PERSONNEL, THE HAGUE, 1959. *Forecasting Manpower Needs*

for the Age of Science. Paris, Office for Scientific and Technical Personnel, Organization for European Economic Cooperation, 1960. Pp. 141.

Consists of seven talks and subsequent discussion on the two subjects, manpower forecasting and educational requirements in the field of science.

25. FORTIER, LAVAL. *Winter Employment*. Ottawa, Dept. of Labour, 1960. Pp. 3.

A Canada at Work broadcast.

The speaker, Chief Commissioner of the Unemployment Insurance Commission, talked about the winter employment campaigns.

26. U.S. CONGRESS. SENATE. COMMITTEE ON LABOR AND PUBLIC WELFARE. *Manpower Problems. Hearings before the Subcommittee on Employment and Manpower of the Committee on Labor and Public Welfare, United States Senate, Eighty-sixth Congress, Second Session, on Manpower Problems of the Sixties*. June 14 and 15, 1960. Washington, GPO, 1960. Pp. 117.

The Subcommittee on Employment and Manpower of the U.S. Senate Committee on Labor and Public Welfare heard various experts in their respective fields testify on the problems of development and utilization of manpower resources in the U.S., and also on the question of unemployment.

## Labouring Classes

27. COMMITTEE OF EXPERTS ON THE INTERNATIONAL PROTECTION OF PERFORMERS, PRODUCERS OF PHONOGRAMS AND BROADCASTERS. *Record of the Committee . . . The Hague, 9th-20th May, 1960*. Geneva, International Labour Office, 1960. Pp. 20.

At head of title: International Labour Office. United Nations Educational, Scientific and Cultural Organization. International Union for the Protection of Literary and Artistic Works.

"Draft international convention concerning the protection of performers, producers of phonograms and broadcasters (text adopted by the Committee of Experts)": p. 5-9.

28. CROSSMAN, E. R. F. W. *Automation and Skill*. London, HMSO, 1960. Pp. 58.

Discusses three types of automation: continuous-flow production, program-machines, and centralized remote control. Also deals with maintenance work in automatic plants, working conditions, supervision, and personnel problems for management in an automatic plant.

29. INTERNATIONAL LABOUR OFFICE. *Labour Survey of North Africa*. Geneva, 1960. Pp. 473.

Partial Contents: Economic and Social Conditions. Manpower and Employment. Technical and Vocational Training. Freedom of Association and Industrial Relations. Wages and Wage Policy. Social Security. Co-operatives. Labour Administration and Inspection. Application of International Labour Standards.

30. MONTREAL. UNIVERSITY. DEPARTMENT OF INDUSTRIAL RELATIONS. *La discipline industrielle: essai de synthèse*, par Jacques Lucier. *Le système "Brown" en matière de discipline industrielle*, par Denis Germain. Montréal, 1960. Pp. 20.

31. MONTREAL. UNIVERSITY. DEPARTMENT OF INDUSTRIAL RELATIONS. *Le pluralisme de représentation ouvrière au niveau local*, par Louis-Marie Tremblay. Montréal, 1960. Pp. 24.

32. U.S. BUREAU OF LABOR STATISTICS. *Economic Forces in the U.S.A. in Facts and Figures; the United States, its People, its Labor Force, and its Economy*. 5th ed. Washington, GPO, 1960. P. 253.

33. U.S. BUREAU OF LABOR STATISTICS. *Summary of the Labor Situation in India*. Washington, 1956. Pp. 24.

## Management

34. BUREAU OF NATIONAL AFFAIRS, WASHINGTON, D.C. *Finding & Training Potential Executives*. Washington, c1960. Pp. 14.

"The study is limited to the subject of management activities aimed at locating, identifying, and developing those persons already with the company who have the capacity to become members of middle and top management." Based on data submitted to a survey by 92 executives.

35. STEWART, ROSEMARY. *Managers for Tomorrow*. London, HMSO, 1957. Pp. 40.

Based on a survey of 51 of the 65 privately owned companies in Britain that employ 10,000 or more people. The author concludes that to develop managers a company must "... realize and accept the importance of early selection and training, arrange for more organized talent spotting, pay more attention to inequality of opportunity, wherever it exists, recognize the problems of introducing and training graduates and note the lessons of other companies' experience, understand and try to lessen the frustration often felt by ambitious young men, give each individual varied experience and intellectual stimulus as part of his training, be more informative about promotion policy and the factors affecting promotion, and recognize and try to remove the cynicism felt about promotion by employees who have not much confidence in the management."

36. WOODWARD, JOAN. *Management and Technology*. London, HMSO, 1958. Pp. 40.

Describes a study of the organization of management in 100 firms in South Essex, England, between 1953 and 1957.

## Older Workers

37. CANADA. DEPARTMENT OF LABOUR. INFORMATION BRANCH. *The Problem of the Older Worker*. Ottawa, 1960. Pp. 20.

"This reference manual is a compilation of factual material pertaining to the problem of the older worker. It is designed to provide information for the preparation of addresses, particularly those which may be given in connection with the showing of the film *Date of Birth*."

38. U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE. *The White House Conference on Aging, January 9-12, 1961, Washington, D.C.; a Special Report*. Washington, GPO, 1960. Pp. 24.

A brief outline of the Agenda of the White House Conference on Aging.



## Pensions

39. CANADA. DEPARTMENT OF LABOUR. INFORMATION BRANCH. *The Preservation of Pension Rights*. Ottawa, 1960. Pp. 9.

40. MAYNARD, JOHN C. *Portable Pensions*. [Ottawa, Dept. of Labour] 1959. Pp. 7.

Paper delivered to the Institute of Public Administration of Canada, October 24, 1959.

41. ROMM, ELLIOT. *Pension Planning, a Data Book*. New York, American Management Association, c1960. Pp. 79.

An evaluation of 127 pension plans covering more than 1½ million employees. The study presents information on the following points for each plan: 1. Eligibility; 2. Employee contributions; 3. Benefit levels; 4. Vesting; 5. Supplemental plans; 6. Disability retirement; 7. Life insurance protection after retirement; 8. Revaluation; and, 9. Flexible and mandatory retirement policies.

## Wages and Hours

42. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Compensating First Line Supervisors in Factory and Office*, by Nicholas L. A. Martucci. New York, c1960. Pp. 88.

Partial Contents: What is First-Line Supervisor? Base Pay Determination. Salary Adjustments. Incentive Compensation. [Ten] Company Incentive Compensation Plans. Responsibilities of a Supervisor—Thompson Ramo Wooldridge Inc.

43. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Severance Pay Patterns in Non-Manufacturing*, by Harland Fox. New York, 1960. Pp. 32.

"This study is concerned with those company benefit plans and practice that are specifically designed to tide an employee over while he is seeking new work." The study is based on a survey of severance pay practices in three major nonmanufacturing industries: gas and electric utilities, finance, and retail and wholesale trade.

44. U.S. BUREAU OF LABOR STATISTICS. *Composition of Payroll Hours in Manufacturing, 1958*. Washington, GPO, 1960. Pp. 33.

Payroll hours are defined here as hours paid for.

## Women

45. UNITED NATIONS. SECRETARY-GENERAL, 1953- (HAMMARSKJOLD) *Equal Pay for Equal Work*. [By Secretary-General of the United Nations and the International Labour Organization] New York, United Nations, 1960. Pp. 65.

Partial Contents: What is "Equal Pay for Equal Work"? National Progress toward Equal Pay. International Progress toward Equal Pay.

46. U.S. CHILDREN'S BUREAU. *Children of Working Mothers*, by Elizabeth Herzog. Washington, GPO, 1960. Pp. 38.

Partial Contents: How many mothers work? Which mothers work? How much do they work? Why do mothers work? While mothers work? Who cares for the children, and where? Effects

on children and families. Helping working mothers to meet the needs of children and families.

47. U.S. WOMEN'S BUREAU. *Today's Women in Tomorrow's World; Report of a Conference commemorating the 40th Anniversary of the Women's Bureau, June 2 and 3, 1960*. Washington, GPO, 1960. Pp. 138.

48. U.S. WOMEN'S BUREAU. *What's New about Woman Workers? A Few Facts*. Rev. ed. Washington, GPO, 1960. Leaflet.

## Youth—Employment

49. GREAT BRITAIN. CENTRAL YOUTH EMPLOYMENT EXECUTIVE. *Music*. London, HMSO, 1960. Pp. 32.

Outlines the opportunities for a musician in Great Britain and the qualities and qualifications he or she needs to be successful in the profession.

50. U.S. BUREAU OF LABOR STATISTICS. *School and Early Employment Experience of Youth, a Report on Seven Communities, 1952-57*. Washington, GPO, 1960. Pp. 89.

An examination of the employment history of more than 6,000 students in seven different parts of the U.S. who left school either as high school graduates or drop-outs. This bulletin provides answers for these questions: "What proportion [of the group] looked for jobs and what proportion found jobs? How long did it take, how did they go about the search, and what kinds of jobs did they get? How much did they earn? Did the graduates do better than the drop-outs? Was the impact of unemployment different on graduates and drop-outs? Why did the drop-outs leave school? Did success in school correlate with success on the job?"

51. U.S. BUREAU OF LABOR STANDARDS. *State Child-Labor Standards; a State-by-State Summary of Laws effecting the Employment of Minors under 18 Years of Age*. Rev. ed. Washington [GPO, 1960] Pp. 210.

## Miscellaneous

52. CALDER, NIGEL. *What they read and why; the Use of Technical Literature in the Electrical and Electronics Industries*. London, HMSO, 1959. Pp. [24]

Describes the results of a survey of 1956 by the Social Survey Division of the Central Office of Information of Great Britain of the use of technical literature by more than 1,000 technologists in the electrical and electronics industries.

53. CANADA. BUREAU OF STATISTICS. *Industrial Research-Development Expenditures in Canada, 1957*. Ottawa, Queen's Printer, 1958. Pp. 31.

54. CANADA. DEPARTMENT OF LABOUR. CIVILIAN REHABILITATION BRANCH. *Rehabilitation in Canada*. Ottawa, Queen's Printer, 1960. Pp. 10.

A very brief survey of the Federal and Provincial rehabilitation program in Canada.

55. CANADIAN CONFERENCE ON SOCIAL WORK. 17TH, HALIFAX, 1960. *Minutes of the Business Meeting, Evaluation Report [and Five Addresses given to the Conference]* Ottawa [Canadian Welfare Council?] 1960. 2 parts.

56. CANADIAN TAX FOUNDATION. *Tax Appeals; a Study of the Tax Appeal Systems of Canada, the United States and the United Kingdom*, by Gwyneth McGregor. Toronto, 1960. Pp. 42.

Briefly reappraises the work of the Canadian Income Tax Appeal Board since its establishment in 1948. Discusses the tax appeals system administered by the Bureau of Internal Revenue in the U.S., and the system in the United Kingdom administered by the Commissioners of Internal Revenue.

57. DALE, ERNEST. *Planning and Developing the Company's Organization Structure*. New York, American Management Association, 1952. Pp. 232.

"It is proposed in this book to study the various strategic stages of growth in representative companies. At each stage a new factor of organization pertinent to that stage will be analyzed in isolation. It will then be related to previously noted factors in organization."

58. JAVITS, JACOB KOPPEL. *Discrimination—U.S.A.* New York, Harcourt, Brace, c1960. Pp. 310.

Senator Javits of New York discusses discrimination in employment, labour unions, public and private housing, the government, the courts, education, medical care, transportation, religion, public facilities, and recreation.

59. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Mergers and Markets; an Economic Analysis of Case Law*, by Betty Bock. New York, 1960. Pp. 143.

This study is primarily concerned with two questions: "...First, what economic factors enter into judicial findings that a merger or an acquisition may, or may not, substantially lessen competition or tend to monopoly under section 7 of the Clayton Act; and, second, what mergers and acquisitions have taken place during the past few years."

60. U.S. BUREAU OF LABOR STATISTICS. *Injuries and Accident Causes in Water-Supply Utilities*. Washington, GPO, 1960. Pp. 70.

61. U.S. OFFICE OF VOCATIONAL REHABILITATION. *The Placement Process in Vocational Rehabilitation Counseling. Compiled from Proceedings of Guidance, Training, and Placement Workshops*. Edited by Bruce Thomson and Albert M. Barrett. Washington, GPO, 1960. Pp. 104.

62. WARD, NORMAN. *The Canadian House of Commons: Representation*. Toronto, University of Toronto Press, 1950. Pp. 307.

Discusses: 1. the alteration of constituency boundaries after each decennial census; 2. membership in the House of Commons; and 3. the electoral machinery.

63. WOELFEL, B. LASALLE. *Guides for Profit Planning*. Washington, GPO, 1960. Pp. 52.

Discusses three basic guides for profit planning and control: the break-even point, the level of gross profit, and the rate of return on investment.

## Labour Conditions in Government Contracts

(Continued from page 285)

Montreal Airport. *Anticosti Island, Natashquan Island, Seven Islands, Que & Shippegan Island N B*: The Wind Turbine Co of Canada Ltd, supply & erection of guyed antenna towers with umbrella loading. *Fort William Ont*: T A Jones Construction Ltd, construction of remote receiver site, Lakehead. *Red Lake Ont*: J E Bond Ltd, clearing, stumping & grubbing, NDB site, Airport. *Sault Ste Marie Ont*: B & B Cable Service Ltd, installation of airport lighting facilities. *Toronto Island Ont*: H J McFarland Construction Co Ltd, construction of paved runway & connecting taxiways. *Winnipeg Man*: McAllister Contracting Co Ltd, construction of Construction Branch field office & related work, International Airport. *Abbotsford B C*: Hassel Bros (1954) Ltd, clearing of runway approaches & related work. *Chrome Island B C*: J H Todd & Sons Ltd, construction of two single dwellings & fog alarm bldg & demolition of existing dwelling & fog alarm bldg. *Kamloops B C*: Caledonia Electric Ltd, installation of rotating beacon & related work. *Penticton B C*: Kenyon & Co Ltd, construction of ILS localizer bldg & related work, Airport. *Port Hardy B C*: Yaroshuk Bros Transport (BC) Ltd, clearing for control tower visibility, Airport. *Sandspit B C*: McGinnis Bros, construction VHF Omni Range bldg & related work. *Spring Island B C*: Leebuilt Construction Co, construction of fresh water lagoon, three double dwellings, etc & related work. *Victoria B C*: Yaroshuk Bros Transport (BC) Ltd, removal of concrete magazine stores, International Airport.

# LABOUR STATISTICS

	PAGE
Tables A-1 to A-2—Labour Force.....	290
Table B-1—Labour Income.....	291
Tables C-1 to C-6—Employment, Hours and Earnings.....	292
Tables D-1 to D-6—Employment Service Statistics.....	298
Tables E-1 to E-4—Unemployment Insurance.....	308
Tables F-1 and F-2—Prices.....	310
Tables G-1 to G-4—Strikes and Lockouts.....	311

## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED DECEMBER 10, 1960**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,430	578	1,805	2,375	1,092	580
Men.....	4,711	431	1,346	1,692	809	433
Women.....	1,719	147	459	683	283	147
14—19 years.....	602	66	211	189	98	38
20—22 years.....	803	84	257	263	137	62
25—44 years.....	2,960	240	830	1,123	490	277
45—64 years.....	1,848	164	460	716	325	183
65 years and over.....	217	24	47	84	42	20
Employed.....	5,902	509	1,622	2,222	1,032	517
Men.....	4,246	367	1,186	1,560	755	378
Women.....	1,656	142	436	662	277	139
Agricultural.....	610	50	122	163	246	29
Non-Agricultural.....	5,292	459	1,500	2,059	786	488
Paid Workers.....	4,830	415	1,359	1,903	718	435
Men.....	3,325	288	958	1,297	473	309
Women.....	1,505	127	401	606	245	126
Unemployed.....	528	69	183	153	60	63
Men.....	465	64	160	132	54	55
Women.....	63	*	23	21	*	*
Persons Not in the Labour Force.....	5,463	618	1,569	1,808	941	527
Men.....	1,214	166	320	373	225	130
Women.....	4,249	452	1,249	1,435	716	397

\*Less than 10,000.



TABLE A-2—UNEMPLOYED

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	December 1960	November 1960	December 1959
Total Unemployed.....	528	429	406
On temporary layoff up to 30 days.....	39	28	36
Without work and seeking work.....	489	401	370
Seeking full-time work.....	496	380	354
Seeking part-time work.....	23	21	16
Seeking under 1 month.....	158	127	132
Seeking 1—3 months.....	206	158	162
Seeking 4—6 months.....	72	62	41
Seeking more than 6 months.....	53	54	35

## B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: All figures in this table except those for 1956 have been revised. Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>1</sup>						Totals <sup>2</sup>
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>2</sup>	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour Income	
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,828	1,677	270	1,329	298	2,359	4,295	739	16,524
1959—Total....	552	5,103	1,773	288	1,472	316	2,528	4,705	819	17,761
1960—Total....	551	5,200	1,779	326	1,472	327	2,641	5,095	916	18,514
1959—Dec.....	46.0	423.2	143.9	.....	.....	.....	.....	.....	.....	1,483.3
1960—Jan.....	46.1	426.2	141.8	.....	.....	.....	.....	.....	.....	1,462.4
Feb.....	46.7	426.3	142.8	73.5	291.8	78.1	635.1	1,220.0	220.	1,465.0
March....	46.7	428.7	140.0	.....	.....	.....	.....	.....	.....	1,469.8
April.....	44.5	430.7	146.1	.....	.....	.....	.....	.....	.....	1,494.1
May.....	45.1	437.3	149.3	72.0	363.4	81.2	657.0	1,273.6	226.9	1,537.4
June.....	46.7	443.3	152.4	.....	.....	.....	.....	.....	.....	1,590.2
July.....	46.3	435.3	155.0	.....	.....	.....	.....	.....	.....	1,578.9
August....	46.7	437.9	154.4	88.5	446.7	84.7	663.5	1,282.7	232.9	1,592.3
Sept.....	46.9	442.0	153.2	.....	.....	.....	.....	.....	.....	1,620.7
Oct.....	45.7	437.5	151.2	.....	.....	.....	.....	.....	.....	1,599.8
Nov.....	45.4	432.3	148.5	91.6	369.9	82.6	685.4	1,319.2	235.5	1,573.7
Dec.†....	44.3	422.6	144.7	.....	.....	.....	.....	.....	.....	1,529.4

<sup>1</sup>Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>2</sup>Includes post office wages and salaries.

<sup>3</sup>Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at December, 1960 employers in the principal non-agricultural industries reported a total employment of 2,699,026. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949 = 100) <sup>1</sup>			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employment	Aggregate Payroll	Average Weekly Wages and Salaries		Employment	Aggregate Payroll	Average Weekly Wages and Salaries	
				\$				\$
<b>Averages</b>								
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
<b>1959</b>								
December.....	118.1	200.0	168.6	72.41	108.4	187.1	170.9	75.14
<b>1960</b>								
January.....	115.1	202.2	174.9	75.13	108.6	194.4	177.2	77.90
February.....	114.6	202.0	175.4	75.35	108.9	194.4	176.6	77.68
March.....	114.2	201.5	175.4	75.37	109.0	195.5	177.5	78.04
April.....	114.8	204.1	176.9	75.98	108.8	196.3	178.5	78.48
May.....	118.9	209.8	175.4	75.36	110.6	198.1	176.9	77.80
June.....	122.8	217.7	176.1	75.67	112.1	201.8	177.8	78.16
July.....	121.9	217.8	177.6	76.28	110.2	198.4	177.8	78.18
August.....	123.1	219.0	176.8	75.94	111.7	199.7	176.5	77.62
September.....	123.1	220.7	178.2	76.55	111.6	201.6	178.2	78.37
October.....	121.5	218.2	178.3	76.60	109.6	199.4	179.6	78.95
November*.....	119.7	214.5	177.9	76.43	108.1	197.2	180.0	79.16
December†.....	115.0	202.7	175.0	75.19	104.2	187.0	177.1	77.89

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings formerly expressed in cents carried to one decimal place, are now published in dollar and cents.

\* Revised.

† Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1960	Oct. 1960	Nov. 1959	Nov. 1960	Oct. 1960	Nov. 1959
				\$	\$	\$
<b>Provinces</b>						
Newfoundland.....	140.3	148.4	133.7	69.24	70.44	63.65
Prince Edward Island.....	133.0	138.5	132.7	55.62	54.77	55.55
Nova Scotia.....	95.6	95.6	99.7	62.96	63.24	60.84
New Brunswick.....	108.7	106.5	104.8	62.26	62.33	60.44
Quebec.....	121.5	123.5	122.4	73.91	73.29	71.92
Ontario.....	119.9	120.6	122.3	79.35	79.69	76.78
Manitoba.....	111.8	114.3	113.2	71.88	72.48	70.59
Saskatchewan.....	127.0	131.3	129.4	72.98	73.72	70.42
Alberta (including Northwest Territories).....	150.8	155.0	155.1	78.20	79.50	76.43
British Columbia (including Yukon).....	111.9	115.3	117.3	83.68	84.23	81.70
<b>Canada.....</b>	<b>119.8</b>	<b>121.5</b>	<b>121.8</b>	<b>76.43</b>	<b>76.60</b>	<b>74.23</b>
<b>Urban Areas</b>						
St. John's.....	136.5	140.2	146.6	55.87	56.19	52.20
Sydney.....	90.4	90.4	94.7	73.88	76.91	75.40
Halifax.....	120.5	118.6	119.7	62.17	62.21	58.73
Moncton.....	108.1	104.6	109.8	57.70	59.62	56.80
Saint John.....	104.6	104.8	101.4	61.32	61.43	57.24
Chicoutimi—Jonquiere.....	110.2	115.9	113.3	95.43	93.65	88.93
Quebec.....	110.0	111.5	111.9	64.54	64.04	63.11
Sherbrooke.....	102.0	99.0	100.7	62.99	62.85	59.88
Shawinigan.....	103.7	105.7	104.1	84.85	83.02	82.31
Three Rivers.....	111.7	113.0	119.0	73.24	71.76	70.12
Drummondville.....	77.7	73.6	78.7	61.01	60.86	59.89
Montreal.....	125.2	125.8	126.9	75.63	75.01	73.34
Ottawa—Hull.....	126.4	126.5	127.9	71.51	71.82	68.42
Kingston.....	114.9	114.9	111.0	74.58	76.54	72.37
Peterborough.....	92.2	92.1	101.6	83.69	84.31	83.27
Oshawa.....	174.2	170.9	116.9	89.89	88.36	81.82
Toronto.....	132.3	131.9	134.4	79.43	79.83	76.73
Hamilton.....	109.4	111.1	113.8	84.30	85.13	82.15
St. Catharines.....	109.6	109.2	107.5	86.40	85.84	83.14
Niagara Falls.....	95.4	101.4	98.8	80.80	78.92	78.50
Brantford.....	79.8	80.4	88.4	72.93	72.70	69.86
Guelph.....	119.3	121.7	128.7	70.98	70.16	69.61
Galt.....	112.9	116.1	115.6	69.63	69.31	66.43
Kitchener.....	122.4	124.5	124.7	72.81	73.30	70.08
Sudbury.....	149.7	148.7	142.3	89.14	89.58	87.23
Timmins.....	93.5	94.5	93.9	70.54	68.65	68.53
London.....	123.9	126.5	126.8	73.10	73.23	70.14
Sarnia.....	122.3	125.1	126.0	99.58	100.31	96.00
Windsor.....	74.5	75.4	78.1	84.20	85.04	80.01
Sault Ste. Marie.....	142.5	146.2	155.5	98.31	96.85	94.81
Ft. William—Pt. Arthur.....	112.1	115.0	108.3	80.83	81.47	76.26
Winnipeg.....	112.8	114.4	113.7	68.91	69.40	67.49
Regina.....	133.9	134.8	134.4	70.71	71.44	67.48
Saskatoon.....	140.0	144.4	140.0	68.34	69.33	66.42
Edmonton.....	187.1	189.1	189.3	72.60	74.32	71.52
Calgary.....	170.9	174.1	173.6	74.23	74.73	71.82
Vancouver.....	110.8	112.4	118.2	81.83	82.02	80.10
Victoria.....	109.1	109.7	112.8	74.21	75.33	71.59



# TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information of other industries is given in "Employment and Payrolls"

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Nov. 1960	Oct. 1960	Nov. 1959	Nov. 1960	Oct. 1960	Nov. 1959
<b>Mining</b> .....	<b>118.2</b>	<b>120.0</b>	<b>123.7</b>	<b>\$ 94.48</b>	<b>\$ 93.90</b>	<b>\$ 93.24</b>
Metal mining.....	132.8	135.1	140.8	97.00	95.17	95.10
Gold.....	72.1	72.8	73.4	78.89	76.33	75.48
Other metal.....	189.5	193.1	203.5	103.42	101.80	101.69
Fuels.....	89.9	88.9	96.3	92.62	95.67	93.18
Coal.....	48.5	48.2	52.1	68.83	74.59	74.76
Oil and natural gas.....	268.4	263.8	286.5	111.12	112.28	107.61
Non-metal.....	134.5	142.6	126.6	86.89	85.25	84.04
<b>Manufacturing</b> .....	<b>108.2</b>	<b>109.6</b>	<b>110.6</b>	<b>79.14</b>	<b>78.95</b>	<b>76.86</b>
Durable goods.....	109.1	110.5	114.4	85.49	85.25	82.79
Non-durable goods.....	107.5	108.9	107.4	73.73	73.60	71.53
Food and beverages.....	115.2	119.7	115.9	69.29	68.63	68.23
Meat products.....	137.2	140.0	144.4	77.94	77.94	77.80
Canned and preserved fruits and vegetables.....	114.8	127.8	110.6	56.44	54.91	53.87
Grain mill products.....	102.0	103.5	102.7	78.60	77.97	75.23
Bread and other bakery products.....	110.9	111.6	110.8	65.72	66.45	66.48
Distilled and malt liquors.....	104.6	106.6	106.6	94.88	94.68	89.97
Tobacco and tobacco products.....	110.8	80.0	94.2	69.52	77.88	71.17
Rubber products.....	98.7	102.4	106.0	80.56	80.58	80.81
Leather products.....	84.4	83.8	87.0	53.82	52.86	51.80
Boots and shoes (except rubber).....	91.2	90.3	92.8	50.73	49.31	49.40
Textile products (except clothing).....	77.2	77.7	77.0	63.48	63.12	62.07
Cotton yarn and broad woven goods.....	68.9	68.7	64.7	59.87	59.06	58.43
Woolen goods.....	63.0	63.5	63.9	59.76	59.68	58.32
Synthetic textiles and silk.....	82.5	84.0	84.7	70.04	68.35	68.88
Clothing (textile and fur).....	89.7	91.9	90.9	48.92	49.94	47.63
Men's clothing.....	89.9	91.3	92.2	47.11	48.28	46.21
Women's clothing.....	94.3	99.7	91.2	49.23	50.81	48.07
Knit goods.....	76.8	76.6	78.9	50.28	50.39	48.32
Wood products.....	98.1	102.1	104.6	68.92	69.47	66.88
Saw and planing mills.....	97.3	102.0	104.7	71.01	71.73	68.67
Furniture.....	111.6	113.2	115.0	66.92	67.47	65.39
Other wood products.....	75.9	80.8	84.5	61.80	61.25	60.35
Paper products.....	124.4	125.5	123.7	94.31	93.56	89.91
Pulp and paper mills.....	125.7	126.4	124.2	102.49	101.07	96.92
Other paper products.....	121.4	123.2	122.6	74.40	75.43	72.19
Printing, publishing and allied industries.....	124.8	125.1	124.3	85.58	85.43	83.35
Iron and steel products.....	102.9	103.0	111.7	89.63	89.66	87.70
Agricultural implements.....	60.0	56.9	78.3	90.73	90.14	86.36
Fabricated and structural steel.....	160.5	147.6	156.4	91.12	86.87	87.46
Hardware and tools.....	98.3	98.3	102.1	80.27	79.82	79.29
Heating and cooking appliances.....	92.9	97.5	110.0	76.87	78.50	75.90
Iron castings.....	90.4	89.4	100.7	85.87	85.12	83.81
Machinery, industrial.....	111.6	112.9	119.1	87.13	86.85	84.40
Primary iron and steel.....	114.6	116.5	126.3	103.00	103.96	100.83
Sheet metal products.....	108.5	110.6	111.2	86.88	87.78	84.90
Wire and wire products.....	110.8	113.4	116.8	88.01	88.79	90.92
Transportation equipment.....	103.5	103.3	101.1	90.17	89.39	86.49
Aircraft and parts.....	252.2	248.5	246.7	95.92	94.86	92.50
Motor vehicles.....	100.8	100.0	88.3	101.42	99.56	94.07
Motor vehicles parts and accessories.....	99.6	100.2	86.6	87.11	85.76	83.11
Railroad and rolling stock equipment.....	57.4	58.7	67.0	79.03	80.77	80.08
Shipbuilding and repairing.....	118.0	117.1	119.1	81.22	80.48	80.32
Non-ferrous metal products.....	126.9	129.6	128.0	90.88	90.86	87.88
Aluminum products.....	146.8	147.0	147.8	88.01	88.19	83.28
Brass and copper products.....	100.8	102.6	109.0	85.96	84.77	80.45
Smelting and refining.....	145.7	150.6	143.9	98.69	98.60	96.95
Electrical apparatus and supplies.....	129.1	131.3	139.9	86.13	85.54	82.60
Hea vy electrical machinery.....	100.0	102.1	113.8	93.05	92.91	89.44
Telecommunication equipment.....	213.3	215.0	215.5	86.11	84.49	79.12
Non-metallic mineral products.....	137.6	141.5	144.3	82.93	83.11	79.54
Clay products.....	84.9	86.4	102.3	75.44	76.73	76.54
Glass and glass products.....	152.1	152.5	150.8	79.38	79.24	75.76
Products of petroleum and coal.....	137.1	138.0	134.7	116.35	117.80	113.74
Petroleum refining.....	140.4	141.1	137.0	116.94	118.70	114.56
Chemical products.....	129.6	131.7	131.2	92.45	91.85	88.07
Medicinal and pharmaceutical preparations.....	116.5	116.6	120.6	81.16	81.52	77.14
Acids, alkalis and salts.....	154.6	156.8	149.9	105.02	103.09	99.77
Miscellaneous manufacturing industries.....	134.7	134.9	129.6	70.46	70.92	68.40
<b>Construction</b> .....	<b>129.8</b>	<b>139.1</b>	<b>133.5</b>	<b>81.78</b>	<b>82.86</b>	<b>78.24</b>
Building and general engineering.....	125.8	135.5	134.0	90.12	90.70	84.84
Highways, bridges and streets.....	136.4	145.0	132.7	69.13	70.82	67.39
Electric and motor transportation.....	133.6	134.8	132.8	81.17	81.54	78.95
<b>Service</b> .....	<b>141.3</b>	<b>143.7</b>	<b>139.7</b>	<b>54.15</b>	<b>53.99</b>	<b>51.44</b>
Hotels and restaurants.....	125.8	129.0	126.6	42.19	41.73	40.72
Laundries and dry cleaning plants.....	113.8	115.4	112.5	47.28	47.63	45.17
<b>Industrial composite</b> .....	<b>119.8</b>	<b>121.5</b>	<b>121.8</b>	<b>76.43</b>	<b>76.60</b>	<b>74.23</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

**TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES**

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	November 1960	October 1960	November 1959	November 1960	October 1960	November 1959
Newfoundland.....	38.5	38.5	39.5	1.74	1.68	1.62
Nova Scotia.....	40.5	40.5	40.3	1.58	1.57	1.52
New Brunswick.....	41.1	40.8	41.7	1.58	1.55	1.54
Quebec.....	41.6	41.5	42.0	1.61	1.61	1.56
Ontario.....	40.5	40.7	40.7	1.88	1.87	1.82
Manitoba.....	40.0	40.8	40.4	1.66	1.65	1.66
Saskatchewan.....	38.6	39.6	39.8	1.92	1.89	1.83
Alberta <sup>(1)</sup> .....	39.5	40.2	40.2	1.91	1.91	1.84
British Columbia <sup>(2)</sup> .....	37.8	38.0	38.0	2.22	2.20	2.13

<sup>(1)</sup> Includes Northwest Territories

<sup>(2)</sup> Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics.)

## Decisions of the Umpire

(Continued from page 277)

- (2) Opportunities of the claimant obtaining employment at the time of disqualification were practically nil.

**Considerations and Conclusions:** In reaching his decision to disqualify the claimant solely on the ground that he had failed to prove that he was available for work, the insurance officer must have considered that the said claimant had proved that he was capable of work, otherwise he would have dealt with the case under section 66 of the Act. Consequently, the only question which can be before me for decision is whether the claimant, in successively limiting his availability to "answering the telephone" (Exhibit 2), to work which would not entail "climbing stairs or exertion" (Exhibit 2), to employment as a taxi despatcher (Exhibit 6), to "very light, sedentary work" (Exhibit 6) and to a "job of parking lot attendant" (Exhibit 8), had restricted his availability to such an extent that he was not available for work within the meaning of the Act.

In several decisions, the Umpire has stated that a claimant's availability for work is a question of fact that should be considered in the light of his intention toward accepting suitable employment and to the prospects of his finding employment notwithstanding any restrictive conditions which he may have deliberately or not created.

In the present appeal, the record seems to indicate that the claimant was sincerely desirous of obtaining employment, and this I firmly believe.

As to the question of whether the claimant had reasonable prospects of finding employment on February 12, 1960, the date of his application for benefit, and subsequently, actually it should be decided chiefly in the light of the conditions of the labour market in Medicine Hat and Lethbridge. However, the information which has been supplied in that respect is too incomplete and too vague to be entirely relied upon.

Notwithstanding this, it would seem to me that the very restrictive nature of the claimant's circumstances was such as to have made it impossible for him to find work anywhere, on any labour market, as early as February 12, 1960 and certainly not earlier than at least March 8, 1960, when he actually applied for a job as a taxi despatcher after a doctor had certified that he was fit for light work.

As from this latter-mentioned date, I consider that the claimant has satisfactorily proved that he was available for work and I so decide.

But for the aforementioned modification of the disqualification, I disallow the Brotherhood's appeal.

# TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Nov. 1960	Oct. 1960	Nov. 1959	Nov. 1960	Oct. 1960	Nov. 1959	Nov. 1960	Oct. 1960	Nov. 1959
<b>Mining</b> .....	<b>41.9</b>	<b>41.9</b>	<b>42.6</b>	<b>2.10</b>	<b>2.09</b>	<b>2.06</b>	<b>88.05</b>	<b>87.53</b>	<b>87.57</b>
Metal mining.....	42.5	41.6	42.6	2.18	2.17	2.14	92.49	90.23	90.98
Gold.....	43.6	42.2	43.3	1.69	1.63	1.62	73.71	70.91	70.40
Other metals.....	42.0	41.3	42.4	2.38	2.36	2.32	99.80	97.66	98.50
Fuels.....	39.1	41.5	42.1	1.97	1.98	1.93	77.08	82.12	81.28
Coal.....	38.0	41.3	42.0	1.75	1.78	1.75	66.57	73.47	73.49
Oil and natural gas.....	40.9	42.0	42.3	2.34	2.34	2.23	95.53	98.11	94.40
Non-metal (d).....	43.3	43.5	43.4	1.93	1.90	1.86	83.68	82.86	80.74
<b>Manufacturing</b> .....	<b>40.6</b>	<b>40.7</b>	<b>40.9</b>	<b>1.79</b>	<b>1.78</b>	<b>1.74</b>	<b>72.50</b>	<b>72.66</b>	<b>71.08</b>
Durable goods.....	40.9	41.0	41.2	1.95	1.94	1.89	79.77	79.57	77.62
Non-durable goods.....	40.4	40.5	40.7	1.65	1.64	1.60	66.62	68.54	64.95
Foods and beverages.....	40.4	40.4	40.8	1.57	1.56	1.54	63.67	63.11	62.67
Meat products.....	39.8	40.1	40.7	1.84	1.82	1.83	73.02	73.21	74.56
Canned and preserved fruits and vegetables.....	40.7	39.1	39.3	1.22	1.25	1.18	49.66	48.68	46.52
Grain mill products.....	43.0	42.7	42.0	1.74	1.73	1.68	74.90	73.81	70.64
Bread and other bakery products.....	41.7	41.8	42.1	1.45	1.46	1.42	60.49	61.29	59.65
Distilled liquors.....	39.8	41.7	40.3	2.01	2.00	1.86	79.99	83.65	74.91
Malt liquors.....	39.0	38.6	39.1	2.31	2.30	2.20	90.04	88.66	86.01
Tobacco and tobacco products.....	39.9	40.0	37.3	1.61	1.81	1.74	64.18	72.28	64.84
Rubber products.....	40.8	41.1	41.6	1.81	1.82	1.82	73.87	74.65	75.78
Leather Products.....	40.4	39.5	39.6	1.22	1.21	1.19	49.47	47.90	47.34
Boots and shoes (except rubber).....	39.8	38.4	39.2	1.17	1.16	1.16	46.60	44.49	45.33
Other leather products.....	41.7	42.0	40.6	1.34	1.33	1.27	55.81	55.84	51.79
Textile products (except clothing).....	42.2	42.2	43.1	1.35	1.34	1.30	57.03	56.65	55.93
Cotton yarn and broad woven goods.....	40.6	40.1	41.2	1.37	1.36	1.30	55.47	54.51	53.53
Woolen goods.....	43.3	43.3	44.1	1.26	1.26	1.22	54.78	54.61	53.65
Synthetic textiles and silk.....	43.7	43.3	44.7	1.43	1.43	1.39	62.47	61.81	62.27
Clothing (textile and fur).....	38.0	38.8	38.3	1.15	1.15	1.12	43.60	44.84	42.80
Men's clothing.....	36.8	38.0	36.9	1.15	1.16	1.14	42.43	43.97	42.29
Women's clothing.....	36.2	37.2	36.5	1.21	1.22	1.16	43.63	45.36	42.36
Knit goods.....	41.8	42.0	42.1	1.09	1.08	1.04	45.40	45.54	43.87
*Wood products.....	41.2	41.5	41.6	1.59	1.59	1.54	65.37	66.05	64.10
Saw and planing mills.....	40.2	40.6	40.6	1.70	1.70	1.65	68.34	69.01	66.90
Furniture.....	42.9	43.5	43.5	1.45	1.46	1.40	62.32	63.36	61.11
Other wood products.....	42.3	41.6	42.4	1.33	1.34	1.32	56.33	55.99	55.96
Paper products.....	41.6	41.6	41.8	2.13	2.11	2.02	88.72	87.69	84.53
Pulp and paper mills.....	41.8	41.7	41.9	2.31	2.28	2.18	96.50	94.91	91.27
Other paper products.....	41.2	41.5	41.6	1.64	1.64	1.59	67.57	68.25	65.95
Printing, publishing and allied industries.....	39.1	39.2	39.6	2.17	2.16	2.10	84.61	84.65	83.35
*Iron and steel products.....	40.8	40.7	41.2	2.08	2.09	2.04	84.78	85.02	83.99
Agricultural implements.....	39.1	39.0	39.6	2.07	2.04	2.03	81.04	79.54	80.31
Fabricated and structural steel.....	41.7	38.2	40.4	2.06	2.07	1.99	86.03	79.29	80.31
Hardware and tools.....	41.8	41.5	42.1	1.77	1.77	1.77	73.97	73.37	74.69
Heating and cooking appliances.....	39.7	41.4	41.4	1.77	1.77	1.74	70.18	73.41	72.11
Iron castings.....	41.1	40.8	41.3	1.99	1.98	1.95	81.75	80.62	80.49
Machinery, industrial.....	41.5	41.4	41.7	1.96	1.96	1.92	81.15	81.28	79.87
Primary iron and steel.....	39.6	40.1	40.8	2.49	2.50	2.40	98.63	100.25	97.79
Sheet metal products.....	40.6	40.9	40.9	2.01	2.02	1.95	81.63	82.78	79.76
Wire and wire products.....	40.5	40.8	42.6	2.02	2.03	2.04	81.73	82.68	86.98
*Transportation equipment.....	40.6	40.5	40.2	2.07	2.05	1.99	84.09	82.96	80.01
Aircraft and parts.....	42.5	42.0	42.4	2.08	2.07	2.00	88.32	86.85	85.08
Motor vehicles.....	41.2	40.8	37.1	2.29	2.24	2.24	94.43	91.34	83.23
Motor vehicle parts and accessories.....	39.8	39.6	40.6	2.04	2.00	1.88	81.19	79.29	76.29
Railroad and rolling stock equipment.....	39.2	40.0	40.1	1.95	1.96	1.94	76.38	78.32	77.99
Shipbuilding and repairing.....	39.7	39.6	40.4	1.99	1.98	1.94	79.14	78.26	78.12
*Non-ferrous metal products.....	40.8	40.9	41.2	2.09	2.09	2.00	85.29	85.70	82.26
Aluminum products.....	43.6	43.8	42.8	1.82	1.84	1.75	79.10	80.67	74.82
Brass and copper products.....	40.1	39.9	39.8	2.00	1.98	1.86	80.21	79.28	74.23
Smelting and refining.....	40.2	40.3	40.9	2.31	2.31	2.23	92.97	93.23	91.31
*Electrical apparatus and supplies.....	40.7	40.7	41.0	1.85	1.84	1.79	75.19	74.64	73.36
Heavy electrical machinery and equipment.....	40.5	40.4	40.5	2.04	2.05	1.99	82.69	82.72	80.62
Telecommunication equipment.....	40.8	40.8	40.4	1.72	1.68	1.61	70.30	68.60	65.20
Refrigerators, vacuum cleaners and appliances.....	39.9	40.2	40.0	1.90	1.88	1.79	75.84	75.62	71.38
Wire and cable.....	41.3	40.9	41.9	2.01	2.03	1.98	82.98	82.93	83.15
Miscellaneous electrical products.....	40.8	40.7	41.8	1.74	1.73	1.70	71.21	70.27	71.23
*Non-metallic mineral products.....	42.7	42.8	43.2	1.83	1.82	1.73	77.92	78.07	74.86
Clay products.....	42.0	42.9	43.7	1.64	1.64	1.64	68.85	70.31	71.76
Glass and glass products.....	41.0	40.7	42.2	1.83	1.84	1.68	75.03	74.71	70.90
Products of petroleum and coal.....	40.9	41.5	42.1	2.54	2.55	2.47	104.00	105.93	103.78
Chemical products.....	40.5	40.4	40.8	2.01	2.00	1.90	81.33	80.84	77.77
Medicinal and pharmaceutical preparations.....	39.6	39.8	40.3	1.54	1.53	1.46	60.81	60.91	58.63
Acids, alkalis and salts.....	40.9	40.2	41.2	2.32	2.31	2.21	94.84	92.79	91.05
Miscellaneous manufacturing industries.....	42.1	42.3	42.2	1.46	1.45	1.42	61.42	61.26	59.75
<b>Construction</b> .....	<b>40.8</b>	<b>41.8</b>	<b>40.5</b>	<b>1.96</b>	<b>1.95</b>	<b>1.88</b>	<b>79.88</b>	<b>81.51</b>	<b>76.34</b>
Building and general engineering.....	41.2	41.6	40.4	2.14	2.14	2.05	83.16	88.97	82.58
Highways, bridges and streets.....	40.2	42.2	40.8	1.62	1.62	1.58	65.10	68.28	64.29
Electric and motor transportation.....	43.2	43.4	44.3	1.86	1.85	1.77	80.14	80.43	78.49
<b>Service</b> .....	<b>39.0</b>	<b>38.9</b>	<b>39.4</b>	<b>1.06</b>	<b>1.06</b>	<b>1.01</b>	<b>41.39</b>	<b>41.19</b>	<b>39.92</b>
Hotels and restaurants.....	39.0	38.7	39.4	1.04	1.03	0.99	40.45	40.09	39.17
Laundries and dry cleaning plants.....	39.8	40.1	40.2	1.02	1.02	0.98	40.41	40.73	39.32

\*Durable manufactured goods industries.



**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED  
WAGE EARNERS IN MANUFACTURING**

Source: Man-Hours and Hourly Earnings, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949 = 100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
<b>Last Pay Period in:</b>					
1959 December.....	38.4*	1.78	68.48*	164.1	128.7
1960 January.....	40.7	1.77	71.89	172.2	135.4
February.....	40.4	1.77	71.49	171.3	135.0
March.....	40.5	1.78	71.94	172.4	135.2
April.....	40.5	1.79	72.37	173.4	136.1
May.....	40.1	1.79	71.69	171.8	134.6
June.....	40.4	1.79	72.19	173.0	135.6
July.....	40.6	1.77	72.01†	172.5	134.9
August.....	40.5	1.76	71.46	171.2	133.3
September.....	40.9	1.77	72.37	173.4	134.0
October.....	40.6	1.78	72.66	174.1	134.3
November*.....	40.6	1.79	72.82	174.5	134.6
December†.....	38.7	1.82	70.66	169.3	131.0

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, DBS, page ii.

\* December 1959 figures adjusted for the holidays are 40.8 hours and \$71.52.

† Revised.

‡ Latest figures subject to revision.

## D—National Employment Service Statistics

The following tables are based on regular statistical reports from local offices of the National Employment Service. These statistics are compiled from two different reporting forms, UIC 751; statistical report on employment operations by industry, and UIC 757; inventory of registrations and vacancies by occupation. The data on applicants and vacancies in these two reporting forms are not identical.

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(Source: Form U.I.C. 757)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
<b>Date Nearest:</b>						
February 1, 1955.....	8,276	8,604	16,880	483,380	117,651	601,031
February 1, 1956.....	18,180	12,992	31,172	396,642	107,850	504,492
February 1, 1957.....	18,117	12,376	30,493	447,210	112,994	560,204
February 1, 1958.....	6,822	7,860	14,682	661,965	167,512	829,477
February 1, 1959.....	9,425	9,295	18,720	615,788	175,574	791,362
February 1, 1960.....	8,206	10,325	18,531	606,165	180,129	786,294
March 1, 1960.....	8,431	10,676	19,107	634,332	182,721	817,053
April 1, 1960.....	10,402	11,830	22,232	652,107	182,883	834,990
May 1, 1960.....	15,913	14,487	30,400	581,558	174,874	756,432
June 1, 1960.....	21,772	17,210	38,982	389,576	152,848	542,424
July 1, 1960.....	17,227	15,875	33,102	258,719	131,936	390,655
August 1, 1960.....	14,673	12,594	27,267	242,582	128,062	370,644
September 1, 1960.....	13,743	14,427	28,175	236,969	117,044	354,013
October 1, 1960.....	12,239	13,796	26,035	228,632	115,358	343,990
November 1, 1960.....	11,994	10,866	22,810	281,484	124,255	405,739
December 1, 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
January 1, 1961.....	9,859	7,996	17,855	570,789	163,893	734,682
February 1, 1961(1).....	8,866	8,377	17,243	668,766	185,972	854,738

(1) Latest figures subject to revision.

\* Current Vacancies only. Deferred vacancies are excluded.

**TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT DECEMBER 30, 1960<sup>(1)</sup>**

(SOURCE: Form U.I.C. 751)

Industry	Male	Female	Total	Change from	
				Nov. 30, 1960	Dec. 31, 1959
<b>Agriculture, Fishing, Trapping</b> .....	<b>129</b>	<b>51</b>	<b>180</b>	— 64	— 47
<b>Forestry</b> .....	<b>693</b>	<b>6</b>	<b>699</b>	+ 98	— 510
<b>Mining, Quarrying and Oil Wells</b> .....	<b>334</b>	<b>34</b>	<b>368</b>	+ 11	— 124
Metal Mining.....	245	12	257	+ 16	— 43
Fuels.....	61	11	72	+ 3	— 37
Non-Metal Mining.....	6	2	8	— 2	+ 2
Quarrying, Clay and Sand Pits.....	1	0	1	— 2	— 2
Prospecting.....	21	9	30	— 4	— 44
<b>Manufacturing</b> .....	<b>1,750</b>	<b>1,053</b>	<b>2,803</b>	— 294	— 819
Foods and Beverages.....	136	157	293	+ 37	+ 89
Tobacco and Tobacco Products.....	37	0	37	— 14	+ 27
Rubber Products.....	13	5	18	— 15	— 31
Leather Products.....	57	72	129	+ 23	— 10
Textile Products (except clothing).....	48	53	101	+ 9	— 21
Clothing (textile and fur).....	43	308	351	+ 163	— 184
Wood Products.....	173	32	205	+ 37	— 80
Paper Products.....	90	36	126	— 188	+ 26
Printing, Publishing and Allied Industries.....	77	58	135	— 54	— 40
Iron and Steel Products.....	245	59	304	— 21	— 256
Transportation Equipment.....	313	44	357	+ 42	— 230
Non-Ferrous Metal Products.....	85	41	126	+ 7	— 56
Electrical Apparatus and Supplies.....	169	60	229	+ 1	— 50
Non-Metallic Mineral Products.....	27	17	44	— 16	— 38
Products of Petroleum and Coal.....	20	4	24	— 6	— 11
Chemical Products.....	139	55	194	+ 25	+ 4
Miscellaneous Manufacturing Industries.....	78	52	130	+ 2	+ 42
<b>Construction</b> .....	<b>658</b>	<b>40</b>	<b>698</b>	— 140	+ 128
General Contractors.....	405	25	430	+ 8	+ 78
Special Trade Contractors.....	253	15	268	— 148	+ 50
<b>Transportation, Storage and Communication</b> .....	<b>430</b>	<b>112</b>	<b>542</b>	+ 3	— 77
Transportation.....	209	47	256	— 60	— 97
Storage.....	23	7	30	+ 20	+ 2
Communication.....	198	58	256	+ 43	+ 18
<b>Public Utility Operation</b> .....	<b>21</b>	<b>18</b>	<b>39</b>	— 30	— 37
<b>Trade</b> .....	<b>1,236</b>	<b>1,004</b>	<b>2,240</b>	— 975	+ 20
Wholesale.....	458	271	729	— 24	+ 7
Retail.....	778	733	1,511	— 951	+ 13
<b>Finance, Insurance and Real Estate</b> .....	<b>428</b>	<b>461</b>	<b>889</b>	+ 122	— 117
<b>Service</b> .....	<b>4,816</b>	<b>5,473</b>	<b>10,289</b>	— 7,139	+ 1,224
Community or Public Service.....	251	1,479	1,730	— 49	— 117
Government Service.....	3,981	244	4,225	— 7,001	+ 1,868
Recreation Service.....	39	40	79	+ 22	+ 13
Business Service.....	240	247	487	— 59	— 140
Personal Service.....	305	3,463	3,768	— 52	— 400
<b>GRAND TOTAL</b> .....	<b>10,495</b>	<b>8,252</b>	<b>18,747</b>	<b>— 8,408</b>	<b>— 359</b>

<sup>(1)</sup> Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.



**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT  
BY OCCUPATION AND BY SEX AS AT DECEMBER 29, 1960<sup>(1)</sup>**

(Source: Form U.I.C. 757)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	1,338	1,145	2,483	8,699	1,948	10,647
Clerical Workers.....	1,551	1,847	3,398	19,500	48,062	67,562
Sales Workers.....	1,023	472	1,495	8,531	13,770	22,301
Personal and Domestic Service Workers..	448	3,762	4,210	41,167	28,392	69,559
Seamen.....	6	.....	6	5,410	79	5,489
Agriculture, Fishing, Forestry (Ex. log.)..	122	4	126	7,592	1,034	8,626
Skilled and Semi-Skilled Workers.....	2,716	542	3,258	272,090	33,951	306,041
Food and kindred products (incl. tobacco).....	17	8	25	2,347	683	3,030
Textiles, clothing, etc.....	39	382	421	5,201	22,004	27,205
Lumber and lumber products.....	587	.....	587	29,414	201	29,615
Pulp, paper (incl. printing).....	32	8	40	1,581	671	2,252
Leather and leather products.....	29	50	79	2,003	2,000	4,003
Stone, clay and glass products.....	9	.....	9	1,171	88	1,259
Metalworking.....	329	4	333	29,100	1,246	30,346
Electrical.....	119	3	122	4,786	1,886	6,672
Transportation equipment.....	7	.....	7	1,202	28	1,230
Mining.....	69	.....	69	2,909	.....	2,909
Construction.....	359	.....	359	82,364	8	82,372
Transportation (except seamen).....	344	5	349	48,351	141	48,492
Communications and public utility..	15	.....	15	1,547	12	1,559
Trade and service.....	86	66	152	7,538	2,642	10,180
Other skilled and semi-skilled.....	617	13	630	37,224	1,930	39,154
Foremen.....	29	2	31	5,884	385	6,269
Apprentices.....	29	1	30	9,468	26	9,494
Unskilled Workers.....	2,655	224	2,879	207,800	36,657	244,457
Food and tobacco.....	53	66	119	9,112	11,776	20,888
Lumber and lumber products.....	88	4	92	23,313	671	23,984
Metalworking.....	28	15	43	12,299	824	13,123
Construction.....	2,139	.....	2,139	106,406	2	106,408
Other unskilled workers.....	347	139	486	56,670	23,384	80,054
<b>GRAND TOTAL.....</b>	<b>9,859</b>	<b>7,996</b>	<b>17,855</b>	<b>570,789</b>	<b>163,893</b>	<b>734,682</b>

(<sup>1</sup>) Preliminary—subject to revision.

(<sup>2</sup>) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 29, 1960**

(Source: Form U.I.C. 757)

Office	Unfilled Vacancies(*)			Registrations		
	(1) Dec. 29, 1960	Previous Month Dec. 1, 1960	Previous Year Dec. 31, 1959	(1) Dec. 29, 1960	Previous Month Dec. 1, 1960	Previous Year Dec. 31, 1959
<b>Newfoundland</b>	<b>189</b>	<b>285</b>	<b>294</b>	<b>24,869</b>	<b>15,278</b>	<b>22,749</b>
Corner Brook	13	16	38	5,275	3,018	4,457
Grand Falls	1	5	8	2,238	1,533	2,053
St. John's	175	264	248	17,356	10,727	16,239
<b>Prince Edward Island</b>	<b>63</b>	<b>71</b>	<b>74</b>	<b>4,841</b>	<b>2,543</b>	<b>5,136</b>
Charlottetown	38	44	52	3,068	1,509	3,283
Summerside	25	27	22	1,773	1,034	1,853
<b>Nova Scotia</b>	<b>660</b>	<b>1,232</b>	<b>502</b>	<b>30,316</b>	<b>20,922</b>	<b>30,155</b>
Amherst	15	15	14	1,416	968	1,380
Bridgewater	10	13	14	2,208	1,234	2,244
Halifax	409	961	311	5,458	5,265	5,795
Inverness				1,017	389	1,194
Kentville	49	69	36	3,234	2,023	3,008
Liverpool	15	8	7	772	509	732
New Glasgow	24	28	18	4,347	2,509	4,612
Springhill				1,161	981	1,408
Sydney	79	72	13	5,798	3,960	4,808
Truro	33	25	20	2,191	1,439	2,151
Yarmouth	26	41	69	2,707	1,645	2,823
<b>New Brunswick</b>	<b>673</b>	<b>1,032</b>	<b>712</b>	<b>32,153</b>	<b>20,072</b>	<b>30,858</b>
Bathurst	28	19	11	5,356	2,600	5,117
Campbelltown	3	80	13	2,587	1,620	1,703
Edmundston	11	8	4	2,478	1,129	1,994
Fredericton	86	154	97	2,166	1,579	2,299
Minto	37	50	38	659	473	675
Moncton	293	296	393	8,423	4,796	8,952
Newcastle	2	13	2	2,687	1,512	2,976
Saint John	149	316	101	3,685	3,422	2,615
St. Stephen	35	22	17	1,760	1,315	2,160
Sussex	4	16	23	787	571	743
Woodstock	25	58	23	1,565	1,055	1,624
<b>Quebec</b>	<b>3,685</b>	<b>5,081</b>	<b>4,011</b>	<b>227,357</b>	<b>154,840</b>	<b>221,400</b>
Alma	4	13	9	2,358	1,342	2,796
Asbestos	2	18	1	965	652	913
Baie Comeau	115	27	2	764	533	961
Beauharnois	8	13	11	1,851	1,170	1,638
Buckingham	13	23	7	1,382	984	1,225
Causapscal	87	113	45	2,241	1,023	1,793
Chandler	51	52	19	2,163	647	2,135
Chicoutimi	94	95	91	2,397	1,936	2,132
Cowansville	9	26	10	604	380	939
Dolbeau	62	83	6	1,324	1,054	1,262
Drummondville	32	57	17	2,918	2,147	2,920
Farnham	5	8	14	891	575	884
Forestville	4	1	65	784	336	867
Gaspé	22	2	15	1,690	835	1,741
Granby	11	5	3	3,496	2,330	2,826
Hull	52	76	21	4,569	3,526	4,531
Joliette	27	37	68	5,288	3,625	5,799
Jonquière	24	23	11	2,935	2,523	2,809
Lachute	12	14	14	1,112	809	993
La Malbaie	14	50	7	2,115	1,020	2,349
La Tuque	9	97	437	1,067	649	877
Lévis	18	22	33	5,439	3,339	4,873
Louiseville	12	35	10	1,404	1,115	1,614
Magog		5		888	656	871
Maniwaki	9	11	63	1,084	760	815
Matane	13	24	15	2,512	923	3,255
Mégantic	7	53		1,457	989	1,460
Mont-Laurier	12	13	22	1,143	758	890
Montmagny	5	9	16	2,103	1,165	2,272
Montreal	1,391	1,874	1,500	82,958	60,156	75,805
New Richmond	138	109	2	2,051	1,141	2,225
Port Alfred		2	4	1,307	605	1,321
Quebec	315	388	268	15,024	11,068	15,757
Rimouski	46	68	73	4,384	2,574	4,810
Rivière du Loup	12	18	9	4,680	2,499	5,023
Roberval	47	49	23	1,340	1,049	1,287
Rouyn	116	169	86	2,904	2,143	2,467
Ste. Agathe	21	69	28	1,251	801	1,319
Ste. Anne de Bellevue	61	48	40	1,476	958	1,338
Ste. Thérèse	9	17	7	3,146	2,208	3,312
St. Hyacinthe	24	31	27	3,550	2,098	4,568
St. Jean	41	89	47	2,774	2,098	2,998
St. Jérôme	25	56	60	2,929	2,626	2,989
Sept-Îles	127	181	162	2,618	1,748	1,925
Shawinigan	66	79	29	5,137	3,313	5,087
Sherbrooke	181	228	136	6,736	4,446	6,730
Sorel	49	74	34	3,296	1,981	3,433
Thetford Mines	10	25	31	2,596	1,458	2,808
Trois-Rivières	66	79	117	6,580	4,163	6,572

**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 29, 1960**

(SOURCE: FORM U.I.C. 757)

Office	Unfilled Vacancies(*)			Registrations		
	(1) Dec. 29, 1960	Previous Month Dec. 1, 1960	Previous Year Dec. 31, 1959	(1) Dec. 29, 1960	Previous Month Dec. 1, 1960	Previous Year Dec. 31, 1959
<b>Quebec—Cont'd.</b>						
Val d'Or.....	26	57	57	2,267	1,850	1,821
Valleyfield.....	4	14	31	3,113	2,214	2,834
Victoriaville.....	15	88	41	3,426	2,156	3,525
Ville St. Georges.....	162	239	129	2,767	1,643	3,006
<b>Ontario</b>	<b>7,164</b>	<b>10,605</b>	<b>7,835</b>	<b>238,878</b>	<b>182,266</b>	<b>217,066</b>
Amprior.....	12	24	32	456	278	387
Barrie.....	37	7	8	1,705	1,281	1,712
Belleville.....	87	251	34	2,391	1,891	2,235
Bracebridge.....	18	79	22	1,736	1,083	1,616
Brampton.....	33	17	8	1,741	1,394	2,115
Bramford.....	41	41	103	3,914	3,342	3,636
Brookville.....	10	12	21	960	730	761
Carleton Place.....	99	76	21	2,649	2,080	2,474
Chatham.....	42	47	20	1,238	968	1,148
Cobourg.....	5	1	8	1,389	882	1,153
Collingwood.....	89	109	102	4,334	3,303	4,071
Cornwall.....	17	42	49	423	317	427
Elliott Lake.....	5	4	5	977	809	876
Fort Erie.....	22	10	17	760	603	685
Fort Frances.....	56	64	131	3,407	2,319	3,406
Fort William.....	44	165	104	2,432	1,872	1,655
Galt.....	1	.....	7	500	336	438
Gananoque.....	2	9	7	862	631	771
Goderich.....	24	110	47	3,021	1,996	2,165
Guelph.....	667	647	636	19,691	16,218	15,853
Hamilton.....	11	7	14	1,305	741	1,197
Hawkesbury.....	10	8	63	869	957	737
Kapuskasing.....	8	8	14	1,015	841	952
Kenora.....	72	77	78	2,403	2,110	2,593
Kingston.....	40	69	66	1,727	1,439	1,590
Kirkland Lake.....	100	100	129	5,959	3,088	4,511
Kitchener.....	22	19	27	1,772	1,036	1,363
Leamington.....	23	8	26	856	591	891
Lindsay.....	42	32	11	679	362	564
Listowel.....	280	1,150	370	6,886	5,469	6,351
London.....	101	107	127	6,115	4,209	4,994
Long Branch.....	5	25	12	1,546	810	1,475
Midland.....	6	6	3	857	529	852
Napanee.....	17	35	32	1,785	1,369	2,048
Newmarket.....	30	156	200	3,573	2,789	3,314
Niagara Falls.....	20	34	4	2,444	1,865	2,078
North Bay.....	74	94	82	1,255	1,031	1,347
Oakville.....	11	7	23	1,724	1,180	1,268
Orillia.....	61	82	261	5,037	4,471	5,815
Oshawa.....	1,690	765	1,609	7,281	6,058	7,050
Ottawa.....	25	35	48	2,355	1,526	2,570
Owen Sound.....	1	.....	1	674	380	744
Parry Sound.....	55	59	60	2,142	1,758	2,214
Pembroke.....	22	16	17	786	575	796
Perth.....	38	37	41	4,311	3,339	3,633
Peterborough.....	5	3	9	706	391	745
Pictou.....	135	269	118	4,710	3,401	4,438
Port Arthur.....	8	50	9	1,385	1,051	1,241
Port Colborne.....	37	20	20	1,234	734	1,244
Prescott.....	11	15	5	815	451	843
Renfrew.....	88	95	76	5,913	3,998	5,457
St. Catharines.....	24	91	36	1,591	1,396	1,626
St. Thomas.....	68	65	57	3,629	3,048	2,746
Sarnia.....	160	130	155	4,129	3,480	2,293
Sault Ste. Marie.....	34	90	54	1,534	906	1,518
Simcoe.....	123	10	10	217	186	248
Sioux Lookout.....	9	1	14	673	449	576
Smiths Falls.....	22	36	18	1,201	810	1,243
Stratford.....	16	14	2	1,137	906	1,201
Sturgeon Falls.....	263	494	104	4,733	4,002	4,308
Sudbury.....	17	18	10	500	323	483
Tillsonburg.....	18	27	78	2,462	2,031	2,365
Timmins.....	1,534	3,354	1,977	57,497	43,391	53,203
Toronto.....	23	58	43	1,113	809	1,051
Trenton.....	36	23	13	1,364	846	1,050
Walkerton.....	13	14	6	1,008	666	956
Wallaceburg.....	63	74	38	2,930	2,508	1,946
Welland.....	180	173	85	4,763	3,754	4,945
Weston.....	136	764	164	11,428	10,309	10,716
Windsor.....	12	17	26	1,817	1,307	1,629
Woodstock.....						
<b>Manitoba</b>	<b>1,229</b>	<b>3,579</b>	<b>1,575</b>	<b>29,913</b>	<b>22,540</b>	<b>26,711</b>
Brandon.....	118	179	106	2,984	2,028	2,955
Dauphin.....	19	17	15	2,018	1,366	1,994
Flin Flon.....	23	47	5	243	267	316
Portage la Prairie.....	65	58	24	1,546	1,002	1,441
The Pas.....	61	57	22	454	335	406
Winnipeg.....	943	3,221	1,403	22,668	17,542	19,599



**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT DECEMBER 29, 1960**  
(Source: Form U.I.C. 757)

Office	Unfilled Vacancies(*)			Registrations		
	(1) Dec. 29, 1960	Previous Month Dec. 1, 1960	Previous Year Dec. 31, 1959	(1) Dec. 29, 1960	Previous Month Dec. 1, 1960	Previous Year Dec. 31, 1959
<b>Saskatchewan</b> .....	<b>760</b>	<b>1,202</b>	<b>556</b>	<b>23,998</b>	<b>16,244</b>	<b>22,628</b>
Estevan.....	20	24	34	685	506	631
Lloydminster.....	15	20	8	635	406	508
Moose Jaw.....	47	97	54	1,889	1,474	1,886
North Battleford.....	45	47	14	1,499	1,070	1,427
Prince Albert.....	272	75	39	2,815	2,004	2,666
Regina.....	157	178	180	5,862	3,934	5,332
Saskatoon.....	111	136	126	5,484	3,740	4,877
Swift Current.....	23	67	35	1,215	797	1,178
Weyburn.....	10	34	11	690	437	617
Yorkton.....	60	524	55	3,274	1,876	3,506
<b>Alberta</b> .....	<b>2,186</b>	<b>1,821</b>	<b>1,849</b>	<b>36,918</b>	<b>30,872</b>	<b>30,877</b>
Blairmore.....	10	2	8	463	363	568
Calgary.....	432	381	618	11,427	10,805	9,410
Drumheller.....	8	10	13	442	354	439
Edmonton.....	1,414	1,056	892	16,599	13,029	14,691
Edson.....	57	45	54	597	678	627
Grande Prairie.....	108	48		1,132	854	
Lethbridge.....	61	66	109	3,115	2,224	2,717
Medicine Hat.....	49	149	80	1,497	1,209	1,133
Red Deer.....	47	64	75	1,646	1,356	1,292
<b>British Columbia</b> .....	<b>1,246</b>	<b>1,823</b>	<b>1,468</b>	<b>85,439</b>	<b>72,402</b>	<b>72,588</b>
Chilliwack.....	27	34	17	2,627	2,059	2,306
Courtenay.....	9	11	7	1,857	1,411	1,792
Cranbrook.....	14	31	6	1,549	1,114	1,296
Dawson Creek.....	17	16	10	1,175	969	1,256
Duncan.....	20	33	20	1,518	880	980
Kamloops.....	8	14	2	1,630	1,509	1,416
Kelowna.....	17	13	3	2,045	1,254	1,831
Kitimat.....	29	30	39	245	218	226
Mission City.....	58	23	10	1,797	1,406	1,627
Nanaimo.....	28	55	10	1,999	1,372	1,668
Nelson.....	7	218	18	1,456	1,186	1,386
New Westminster.....	144	330	141	11,861	10,198	9,886
Penticton.....	12	8	4	2,114	1,341	1,993
Port Alberni.....	41	25	15	1,170	870	856
Prince George.....	27	35	34	2,545	2,884	2,048
Prince Rupert.....	11	13	14	2,681	1,802	1,857
Princeton.....	7	34	7	663	551	571
Quesnel.....	12	52	17	1,307	1,380	925
Trail.....	65	64	34	1,183	918	1,359
Vancouver.....	570	559	873	35,362	30,896	29,324
Vernon.....	6	12	5	2,696	2,169	2,266
Victoria.....	106	192	151	5,328	5,468	5,059
Whitehorse.....	11	21	31	631	547	660
<b>Canada</b> .....	<b>17,855</b>	<b>26,731</b>	<b>18,876</b>	<b>734,682</b>	<b>537,979</b>	<b>680,168</b>
Males.....	9,850	15,932	9,097	570,789	393,856	522,206
Females.....	7,996	10,799	9,779	163,893	144,123	157,962

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(Source: Form U.I.C. 751)

1955—1960

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1955.....	953,576	642,726	310,850	67,619	222,370	343,456	178,015	142,116
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	155,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1960.....	958,300	641,872	316,428	86,848	252,019	302,048	198,474	118,911

TABLE D-6—VACANCIES AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES OCTOBER 3, TO DECEMBER 30, 1960  
(FORM: U.I.C. 751)

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario							
	Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements		Va- can- cies Noti- fied	Placements						
		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out		Reg- ular	Trans- fers out	Reg- ular	Trans- fers out			
Agriculture.....	2			1,671	178	1,449	3	110	93	3	207	102	78	21	41	1,770	415	1,281	119	2,743	1,240	1,263	87
Forestry.....	3		3	56	1			101	74	2	3	586	408	10	9	4,430	3,530	3	924	737	518	16	34
Fishing and Trapping.....								2	1			4				14	4	9		8	3	5	
Mining, Quarrying and Oil Wells.....	12	6						146	139	4	9	50	36	4	3	536	195	67	93	356	263	13	21
Metal Mining.....	12	6						133	133			8	4	4	3	371	111	2	90	281	205	9	16
Fuels.....								2				42	32							9	5		
Non-Metal Mining.....																136	61	62	3	6	2	3	
Quarrying, Clay and Sand Pits.....								11	6	4						24	19	2		48	42		5
Prospecting.....																5	4	1		16	9	1	
Manufacturing.....	1,119	101	1,002	74	19	22		1,487	1,156	149	49	728	516	107	10	13,861	10,682	836	195	17,773	11,786	2,917	622
Foods and Beverages.....	11	5	3	45	6	18		193	190	41	1	105	72	16		1,592	1,189	141	36	2,605	1,630	409	75
Tobacco and Tobacco Products.....												2	2			67	54	3		493	421	2	3
Rubber Products.....																77	50	9		175	106	37	1
Leather Products.....								11	11							799	602	73	4	460	334	28	9
Textile Products (except clothing).....								14	11	3		4	2			677	542	17	4	615	462	50	22
Clothing (textile and fur) Products.....	1		1					43	24	1		15	34			3,469	3,053	28	5	1,033	733	50	79
Wood Products.....	2							88	35	15	1	157	105	6		1,153	950	41	29	1,054	683	256	33
Paper Products.....	1,088	91	994					24	15			43	24	3	5	976	735	98	25	1,970	566	288	12
Printing, Publishing and allied Industries.....	3							26	18			1	36	5	1	686	422	96	4	1,439	568	656	25
Iron and Steel Products.....	8	1	1					350	273	70	12	164	138	24	2	1,249	923	82	15	2,708	1,883	355	155
Transportation Equip- ment.....	3	2						670	557	6	31	80	64	3	1	1,126	897	38	6	1,679	1,192	198	66
Non-Ferrous Metal Products.....								20	11	5		24	9	12		472	234	78	61	863	661	109	20
Electrical Apparatus and Supplies.....	3	2						9	4	1		3		3	1	393	274	13	1	1,114	806	39	49
Non-Metallic Mineral Products.....								13	4	7	1	13	11	4		151	108	15	1	418	297	50	5
Products of Petroleum and Coal.....								5				18	2			33	16	2		30	21		1
Chemical Products.....								19	2			30	1	28		459	200	56	1	979	587	247	40
Miscellaneous Manufac- turing Industries.....								2	1			27	16	3		572	433	46	3	1,138	836	143	27

<b>Construction</b> .....	299	245	40	18	254	127	67	1	1,037	674	149	79	1,826	1,331	165	13	9,208	7,279	696	377	11,008	8,059	1,512	652
General Contractors.....	287	240	37	18	194	100	53	1	721	519	89	59	1,594	1,392	112	8	6,360	5,089	389	265	7,770	5,819	1,121	523
Special Trade Contractors.....	12	5	3	.....	60	27	14	.....	316	155	60	20	232	139	53	5	2,848	2,190	297	112	3,238	2,240	691	109
<b>Transportation, Storage and Communication</b> .....	17	11	2	1	535	11	506	8	571	94	432	19	512	214	219	18	5,511	753	4,802	7	3,741	1,354	1,996	73
Transportation.....	13	8	2	.....	533	8	505	8	540	82	425	19	484	201	240	17	5,474	572	4,740	3	3,063	1,054	1,769	30
Storage.....	1	1	.....	.....	.....	.....	.....	.....	6	.....	5	.....	5	1	4	.....	79	21	42	.....	443	202	184	23
Communication.....	3	2	.....	1	2	3	1	.....	25	12	2	.....	23	12	5	1	258	160	20	4	235	98	43	20
<b>Public Utility Operation</b> .....	1	1	.....	.....	3	3	.....	.....	58	18	35	1	13	9	3	.....	75	36	4	1	334	242	58	2
<b>Trade</b> .....	179	111	17	.....	333	115	217	.....	1,497	856	381	16	1,113	676	338	2	7,713	4,838	1,246	20	13,858	8,690	2,570	708
Wholesale.....	58	14	7	.....	163	20	132	.....	437	150	207	4	361	154	176	.....	2,059	1,155	454	5	3,716	2,042	1,057	63
Retail.....	121	97	10	.....	170	95	85	.....	1,060	706	174	12	752	522	162	2	5,654	3,683	792	15	10,142	6,648	1,513	645
<b>Finance, Insurance and Real Estate</b> .....	19	5	1	.....	12	9	4	.....	164	72	26	3	62	25	10	1	740	437	30	1	1,649	927	171	43
<b>Service</b> .....	1,117	769	99	.....	569	373	164	3	3,939	2,152	1,358	89	5,913	4,399	971	81	30,693	22,450	4,149	204	40,208	21,638	8,634	1,714
Community or Public Service.....	13	3	3	.....	45	26	15	.....	270	155	81	1	218	92	74	.....	1,552	992	240	21	2,089	1,175	340	56
Government Service.....	928	722	28	.....	244	227	10	3	1,992	1,419	388	78	4,416	3,799	331	78	16,242	14,512	652	69	21,312	16,108	1,593	1,406
Recreation Service.....	8	1	2	.....	3	3	.....	.....	27	23	1	1	31	19	5	.....	216	136	24	2	470	229	141	6
Business Service.....	5	3	.....	.....	6	5	.....	.....	136	46	57	4	67	39	17	.....	1,671	1,252	190	4	2,229	1,072	697	91
Personal Service.....	163	40	57	.....	262	112	138	.....	1,594	598	831	5	1,181	393	514	.....	39,242	5,395	3,043	108	44,108	5,454	5,863	155
<b>Totals</b> .....	2,766	1,319	1,155	19	3,501	836	2,429	15	9,162	5,329	2,339	473	10,909	7,792	1,878	178	74,761	50,619	13,123	1,941	92,415	57,150	19,455	3,896
Male.....	2,399	994	1,135	19	2,734	580	1,915	15	6,886	3,009	1,853	438	8,803	6,376	1,431	177	55,143	36,248	9,779	1,771	59,502	36,655	11,364	2,646
Female.....	378	255	20	.....	767	256	514	.....	2,576	1,720	686	27	2,106	1,216	447	1	21,618	14,371	3,344	167	32,913	20,315	5,191	1,250

(1) Current and deferred vacancies reported during the period.





	77	67	1	97	17	5	108	7	1	131	109	10	911	610	123	5
<b>Public Utility Operation.....</b>																
Trade.....	2,996	1,380	1,195	16	1,974	1,140	587	3	2,717	1,659	730	730	691	15	35,422	786
Wholesale.....	1,539	534	803	7	541	205	268	2	1,078	573	407	191	2	10,723	3,702	87
Retail.....	1,457	846	392	9	1,433	935	329	1	1,639	1,086	323	500	13	24,699	4,280	699
<b>Finance, Insurance and Real Estate</b>																
Service.....	274	125	33	.....	189	131	4	.....	379	218	36	.....	.....	3,933	339	48
Community or Public Service.....	7,573	4,404	2,241	17	6,855	4,408	982	6	12,060	8,718	1,914	2,119	33	124,333	82,825	2,471
Government Service.....	461	268	71	3	318	154	92	2	706	401	97	76	5	6,371	3,714	104
Recreation Service.....	3,661	3,284	260	3	4,390	3,409	34	.....	7,470	6,585	127	612	11	70,185	58,421	1,652
Business Service.....	144	44	74	.....	44	15	19	.....	94	63	27	.....	.....	1,155	619	9
Personal Service.....	146	100	44	.....	164	88	27	.....	492	263	131	.....	3	5,373	3,150	105
	3,161	708	1,792	11	1,939	742	810	4	3,844	1,406	1,559	1,344	14	41,269	16,921	301
<b>Totals</b>	16,855	9,459	4,733	476	11,804	7,405	2,296	51	23,347	16,058	3,817	3,948	333	270,567	173,835	7,508
Male.....	10,346	5,865	3,017	457	8,201	5,118	1,616	50	15,663	11,262	2,569	2,410	310	151,315	117,110	5,952
Female.....	6,509	3,594	1,716	19	3,703	2,287	680	1	7,684	4,796	1,248	1,538	23	89,252	56,725	1,556

(1) Current and deferred vacancies reported during the period.

## E—Unemployment Insurance

### TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE, DECEMBER 1960

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	10.6	44,634	1,079,506
Prince Edward Island.....	2.3	9,677	198,370
Nova Scotia.....	16.7	69,978	1,496,185
New Brunswick.....	15.8	66,313	1,441,301
Quebec.....	120.6	506,653	11,506,805
Ontario.....	130.0	546,094	13,226,431
Manitoba.....	18.2	76,461	1,736,699
Saskatchewan.....	11.6	48,481	1,147,749
Alberta.....	22.7	95,490	2,335,499
British Columbia.....	51.9	218,062	5,506,989
Total, Canada, December 1960.....	400.4	1,681,843	39,765,534
Total, Canada, November 1960.....	272.9	1,146,188	26,583,608
Total, Canada, December 1959.....	361.5	1,518,168	32,661,333

### TABLE E-2—CLAIMANTS\* CURRENTLY REPORTING TO LOCAL OFFICES BY NUM- BER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, DECEMBER 30, 1960

(Counted on last working day of the month)

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Number of weeks on claim							Percent- age Postal	December 31, 1959 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	754,117	287,325	166,201	122,473	64,393	35,752	22,450	55,523	35.2	685,689
Male.....	594,232	239,452	134,730	99,064	48,915	24,304	14,550	33,217	38.1	535,683
Female.....	159,885	47,873	31,471	23,409	15,478	11,448	7,900	22,306	24.3	150,006
Newfoundland.....	32,463	12,905	10,509	4,514	1,715	740	467	1,613	83.1	29,772
Male.....	30,688	12,478	10,190	4,274	1,547	608	353	1,238	84.6	28,351
Female.....	1,775	427	319	240	168	132	114	375	56.8	1,421
Prince Edward Island....	6,415	2,361	2,725	782	209	103	46	189	80.5	6,821
Male.....	5,386	2,078	2,294	655	165	63	28	103	82.2	5,850
Female.....	1,029	283	431	127	44	40	18	86	71.7	971
Nova Scotia.....	39,439	18,728	8,172	4,870	2,632	1,501	938	2,598	50.3	33,694
Male.....	35,284	17,700	7,297	4,274	2,199	1,189	705	1,920	51.1	29,210
Female.....	4,155	1,028	875	596	433	312	233	678	43.5	4,484
New Brunswick.....	34,568	12,845	9,481	5,611	2,560	1,231	893	1,947	67.9	32,711
Male.....	29,181	11,614	8,075	4,543	2,028	926	673	1,322	69.4	27,191
Female.....	5,387	1,231	1,406	1,068	532	305	220	625	59.4	5,520
Quebec.....	229,345	93,030	48,405	34,912	18,055	10,820	6,851	17,272	34.7	221,122
Male.....	177,854	77,023	38,329	27,814	13,398	7,259	4,281	9,750	37.8	172,042
Female.....	51,491	16,007	10,076	7,098	4,657	3,561	2,570	7,522	23.7	49,080
Ontario.....	234,136	87,505	48,630	36,618	20,342	12,465	8,099	20,477	21.6	209,867
Male.....	172,570	67,956	36,763	27,856	14,529	8,322	5,183	11,961	22.5	153,153
Female.....	61,566	19,549	11,867	8,762	5,813	4,143	2,916	8,516	19.0	56,714
Manitoba.....	32,127	10,884	7,304	6,802	2,941	1,752	854	1,590	31.9	26,467
Male.....	26,119	9,081	6,168	5,754	2,316	1,240	556	1,004	35.7	20,830
Female.....	6,008	1,803	1,136	1,048	625	512	298	586	15.5	5,637
Saskatchewan.....	22,937	8,207	5,805	4,759	1,827	823	491	1,025	51.9	21,256
Male.....	19,033	7,061	5,098	4,130	1,407	506	283	548	55.4	17,577
Female.....	3,904	1,146	707	629	420	317	208	477	34.6	3,679
Alberta.....	35,985	12,300	7,913	7,494	3,599	1,762	875	2,042	30.9	29,984
Male.....	29,306	10,666	6,778	6,360	2,707	1,093	521	1,181	32.5	24,213
Female.....	6,679	1,634	1,135	1,134	892	669	354	861	23.8	5,771
British Columbia.....	86,702	28,560	17,257	16,111	10,513	4,555	2,936	6,770	30.9	73,995
Male.....	68,811	23,795	13,738	13,404	8,619	3,098	1,967	4,190	32.7	57,266
Female.....	17,891	4,765	3,519	2,707	1,894	1,457	969	2,580	23.7	16,729

\* Changes in the wording of this heading do not involve any change in concept.



**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
DECEMBER, 1960**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	18,847	17,025	1,822	20,110	16,733	3,377	4,878
Prince Edward Island.....	4,414	3,948	466	4,587	4,169	418	824
Nova Scotia.....	26,853	16,833	10,020	24,949	22,659	2,290	6,388
New Brunswick.....	21,485	17,735	3,750	20,489	17,674	2,815	4,916
Quebec.....	139,588	101,736	37,852	126,778	108,785	17,993	42,886
Ontario.....	140,941	97,990	42,951	132,929	115,581	17,348	39,353
Manitoba.....	17,156	12,596	4,560	16,943	14,630	2,313	4,290
Saskatchewan.....	13,203	10,190	3,013	13,086	11,179	1,907	3,513
Alberta.....	19,193	13,336	5,857	20,185	17,440	2,745	4,360
British Columbia.....	46,639	33,622	13,017	49,904	41,645	8,259	11,019
Total, Canada, December 1960.....	448,319	325,011	123,308	429,960	370,495	59,465	122,427
Total, Canada, November 1960.....	304,416	207,499	97,007	250,461	197,524	52,937	104,068
Total, Canada, December 1959.....	441,645	338,584	103,061	401,608	341,973	59,635	139,074

\* In addition, revised claims received numbered 52,580.

† In addition, 49,541 revised claims were disposed of. Of these, 5,988 were special requests not granted and 1,226 were appeals by claimants. There were 13,553 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1960—November.....	4,160,000	3,674,800	485,200*
October.....	4,042,000	3,711,800	330,200
September.....	4,037,000	3,757,500	279,500
August.....	4,040,000	3,759,800	280,200
July.....	4,024,000	3,729,900	294,100
June.....	4,048,000	3,751,600	296,400
May.....	3,988,000	3,623,700	364,300
April.....	4,222,000	3,507,100	714,900
March.....	4,307,000	3,484,000	823,000
February.....	4,308,000	3,493,800	814,200
January.....	4,296,000	3,513,500	782,500
1959—December.....	4,295,000	3,609,300	685,700
November.....	4,131,000	3,713,500	417,500

\* By virtue of seasonal benefit class B, the claimant count during the seasonal benefit period may include a number of persons who were not represented in the insured population within the last six months. This explains, in part, unequal variations in the month-to-month movement of the employed and claimants.

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Shelter	Clothing	Household operation	Other Commodities and Services
1954—Year.....	116.2	112.2	126.5	109.4	117.4	117.4
1955—Year.....	116.4	112.1	129.4	108.0	116.4	118.1
1956—Year.....	118.1	113.4	132.5	108.6	117.1	120.9
1957—Year.....	121.9	118.6	134.9	108.5	119.6	126.1
1958—Year.....	125.1	122.1	138.4	109.7	121.0	130.9
1960—February.....	127.2	120.8	142.9	109.8	123.2	137.0
March.....	126.9	119.4	142.9	110.4	123.4	137.0
April.....	127.5	120.9	143.3	110.8	123.5	137.1
May.....	127.4	120.2	143.5	110.8	123.1	137.6
June.....	127.6	120.8	143.8	110.9	123.0	137.7
July.....	127.5	120.5	143.9	110.8	123.0	137.6
August.....	127.9	121.7	144.0	110.3	123.1	137.7
September.....	128.4	123.3	144.2	110.5	123.3	137.6
October.....	129.4	125.8	144.3	111.2	123.5	137.8
November.....	129.6	125.5	144.5	112.5	123.5	138.3
December.....	129.6	125.3	144.6	112.6	123.5	138.3
1961—January.....	129.2	124.4	144.7	111.6	123.3	138.3
February.....	128.9	123.4	144.7	111.6	123.3	138.3

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF JANUARY 1961**

(1949=100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	Jan. 1960	Dec. 1960	Jan. 1961					
(1) St. John's, Nfld.....	114.7	116.3	116.2	109.9	115.3	110.3	111.7	132.9
Halifax.....	127.1	128.4	127.9	118.7	135.3	121.2	129.1	140.4
Saint John.....	129.1	130.3	130.0	124.5	140.4	120.7	124.0	142.9
Montreal.....	127.8	129.7	129.4	129.5	146.0	107.2	118.7	135.9
Ottawa.....	128.1	130.1	129.7	124.8	149.2	115.0	121.9	138.3
Toronto.....	129.7	131.8	131.2	124.0	152.9	114.2	124.0	140.3
Winnipeg.....	124.7	127.8	127.3	123.7	135.7	117.3	120.1	137.2
Saskatoon—Regina.....	123.8	125.4	125.1	121.6	124.9	124.0	125.9	129.4
Edmonton—Calgary.....	123.6	125.3	125.1	119.2	125.6	121.1	127.4	133.5
Vancouver.....	129.3	130.7	130.3	125.2	137.8	116.0	135.8	137.1

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 763, July 1960 issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1956-61**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
*1960.....	272	278	48,812	747,120	0.06
*1960: January.....	12	18	3,513	59,760	0.06
February.....	16	27	4,487	52,850	0.05
March.....	21	30	3,381	29,270	0.03
April.....	16	30	2,482	21,480	0.02
May.....	22	39	7,191	75,260	0.07
June.....	24	41	7,249	51,240	0.04
July.....	22	37	5,186	39,100	0.03
August.....	32	43	10,856	127,560	0.11
September.....	33	57	13,072	115,280	0.10
October.....	34	59	9,242	92,640	0.09
November.....	28	61	5,889	52,520	0.05
December.....	12	29	1,891	30,160	0.03
*1961: January.....	6	21	2,346	28,140	0.03

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, JANUARY 1961, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....			
Fishing.....			
Mining.....			
Manufacturing.....	11	1,587	25,430
Construction.....	4	624	1,740
Transportation, etc.....	1	21	420
Public utilities.....			
Trade.....	5	114	550
Service.....			
All industries.....	21	2,346	28,140

**TABLE G-3—STRIKES AND LOCKOUTS, JANUARY 1961, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....			
New Brunswick.....			
Quebec.....	6	614	12,640
Ontario.....	14	1,241	10,590
Manitoba.....			
Saskatchewan.....			
Alberta.....			
British Columbia.....	1	491	4,910
Federal.....			
All jurisdictions.....	21	2,346	28,140



**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
JANUARY 1961**

(Preliminary)

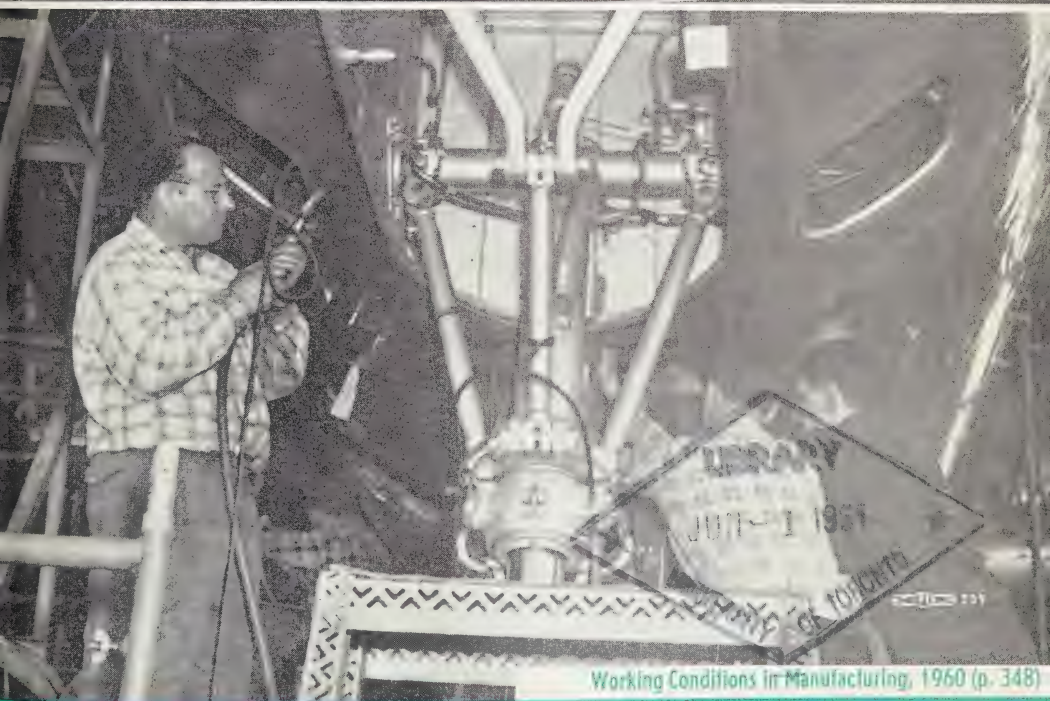
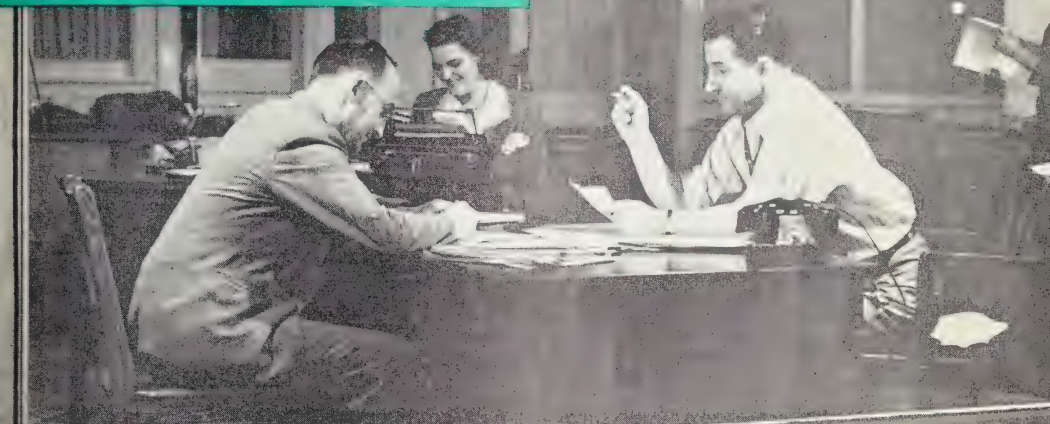
Industry — Employer — Location	Union	Workers In- volved	Duration in Man-Days		Starting Date — Termi- nation Date	Major Issues ~ Result
			January	Accu- mulated		
<b>MANUFACTURING—</b> <i>Paper Products—</i> Building Products, Pont-Rouge, Que.	Pulp and Paper Workers' Federation (CNTU)	290 (20)	7,540	16,240	Nov. 24 .....	Wages~
<i>Iron and Steel Products—</i> Canadian Timken, St. Thomas, Ont.	Steelworkers Loc. 4906 (AFL-CIO/CLC)	275 (70)	3,580	32,100	Aug. 12 Jan. 19	Wages, working conditions, fringe benefits~Wage in- crease of 4% retroactive to Aug. 14, 1960, 4% eff. Jan. 17, 1962, 2% eff. Jan. 17, 1963; improved working conditions and fringe bene- fits.
<i>Transportation Equipment—</i> Burrard Dry Dock, North Vancouver, B.C.	Shipyards Workers Loc. 1 (CLC)	491	4,910	4,910	Jan. 18 .....	Wages~
<i>Miscellaneous Manufacturing</i> <i>Industries—</i> Sperry Gyroscope Co. of Canada, St. Laurent, Que.	I.U.E. Loc. 514 (AFL- CIO/CLC)	155	2,920	18,420	Sept. 15 .....	Wages~
<b>CONSTRUCTION—</b> Three Construction Firms, Maitland, Ont.	Plumbers Loc. 221 (AFL- CIO/CLC)	150	600	600	Jan. 3 Jan. 9	Away-from-home allow- ance~Return of workers pending result of negotia- tions in progress.
<b>Master Plumbers and Mechanical</b> Contractors Association, London, Ont.	Plumbers Loc. 593 (AFL- CIO/CLC)	439	660	660	Jan. 10 Jan. 12	Travelling expenses outside old city boundaries~Ret- urn of workers; arbitrator ruled expenses payable out- side old city boundaries.

Figures in parentheses indicate the number of workers indirectly affected.



CANADA

# THE ABOUT AZETTE



Working Conditions in Manufacturing, 1960 (p. 348)

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Vol. LXI, No. 4	CONTENTS	April 28, 1961
Employment Review .....		313
Collective Bargaining Review .....		326
Notes of Current Interest .....		332
House of Commons Debates of Labour Interest: A Guide .....		337
Distribution of Union Membership in Canada, 1960 .....		342
Working Conditions in Manufacturing, 1960 .....		348
Program for Training Unemployed Workers .....		351
CCA Submits Brief to Government .....		352
Industrial Fatalities in Canada, Fourth Quarter of 1960 .....		354
Labour Legislation of the Past Decade—V .....		357
Review of U.K. Research on Aging .....		362
Survey U.K. Firm's Married Women Workers .....		363
50 Years Ago This Month .....		364
International Labour Organization:		
148th Session of ILO Governing Body .....		365
Teamwork in Industry .....		367
Industrial Relations:		
Certification Proceedings .....		368
Conciliation Proceedings .....		369
Canadian Railway Board of Adjustment No. 1 .....		372
Labour Law:		
Legal Decisions Affecting Labour .....		375
Recent Regulations under Provincial Legislation .....		382
Unemployment Insurance:		
Monthly Report on Operation .....		387
Decisions of the Umpire .....		388
Labour Conditions in Federal Government Contracts .....		392
Prices and the Cost of Living .....		398
Publications Recently Received in Department's Library ...		400
Labour Statistics .....		404

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# EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

## Manpower Situation, First Quarter, 1961

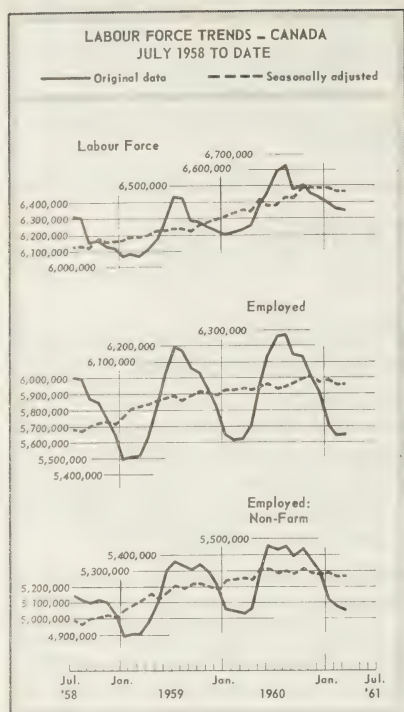
### Current Trends

The underlying employment trend edged down slightly in the first quarter this year after showing a small rise in the closing quarter of 1960. Forestry, mining, and construction experienced more than seasonal employment declines. Activity in manufacturing, on the other hand, held up better than usual for the time of year. The total employment decline amounted to 5.9 per cent between the fourth and first quarter, compared with an average decline of 4.0 per cent during the previous five years. In March, the number employed stood at 5,648,000, which was 23,000 higher than a year earlier.

In the goods-producing industries, the net employment decline during the first quarter (seasonal influences taken into account) was one of the smallest since the beginning of the current business recession. The service-producing industries, on the other hand, have shown unusual stability during recent months, breaking the upward trend of the past three years. Some slowdown in the rate of expansion was to be expected in this group owing to the slowdown in trade. January sales were down from a year earlier in both wholesale and retail trade, with decreases in a fairly wide range of commodities. The service industry proper (i.e., community, business, personal and government service), which was the main sustaining force last year, has been growing at a slower rate during the last two quarters.

In particular industries, employment developments during the first quarter contrasted sharply with those of a year ago. Activity in manufacturing has, on the whole, strengthened during recent months, reversing the pattern of the opening quarter of 1960, which featured sharp cutbacks in employment and output in a fairly wide number of manufacturing industries. On the other hand, mining employment declined considerably during the past few months, whereas it showed little change during the corresponding period last year. Mining employment in the first quarter averaged about 21 per cent lower than in the closing quarter of 1960. Most of this drop was due to reduced activity in coal mining in Nova Scotia, although a number of small layoffs occurred also in uranium mining in Ontario. So far, layoffs in coal mining have been largely short-term, but layoffs of a permanent nature are scheduled to take place later this year.

Forestry, which maintained a relatively strong position last year, showed a larger-than-seasonal employment decline during the past three months, owing mainly to the early completion of cutting and hauling operations. This development may appear surprising, because the volume of pulpwood cut last winter appears to have been at least as large as the winter before. The pace of activity in forestry is determined to a large extent by the weather. The weather this winter generally favoured logging. At the same time, the industry has



program, with planned expenditures for new hospital facilities being almost double those of last year. An increased rate of expansion by universities also contributes to the strength in this sector. Housing expenditures were expected to show a moderate improvement over last year, though remaining below the record levels of 1958 and 1959. Investment plans in engineering types of construction indicate a program of about the same value as last year, in total. The spending program calls for larger outlays for new pipelines and for municipal works such as sewers, water works, roads and power facilities. Capital spending plans by the railways at the beginning of 1960 were sharply lower than last year, reflecting the completion of major railway lines serving new mining areas.

Employment strengthening in manufacturing between the fourth and the first quarter resulted from gains both in durables and non-durables. The rise in durables reflected some improvement in wood products and in aircraft manufacturing. Employment in the automotive industry was a little lower, on average, than in the closing quarter of 1960 as most assembly plants experienced periodic temporary layoffs. Iron and steel products, which contributed heavily to the downward trend in manufacturing employment last year, showed some improvement late in the first quarter as activity increased in the manufacture of agricultural implements and heavy road machinery. Although the quarter-to-quarter employment advance in durable goods is encouraging, the outlook is still somewhat uncertain.

One important employment development in non-durable goods industries during the first quarter was the rehiring of workers in rubber plants who were laid off in December. The textile industry showed some improvement during the first quarter; it exhibited weakness throughout 1960. In other non-durable goods industries, the changes during the quarter were relatively small.

continued to mechanize and this was another factor that helped to speed up forestry operations this year. Most reports indicate that the demand for pulpwood continues to be strong. Inventories of pulpwood at the end of January showed little change from a year earlier, although consumption of pulpwood has been rising moderately.

Activity in construction declined perceptibly during the first two months of this year, but showed some strengthening in March. For the first quarter as a whole, construction employment was considerably lower than a year ago and well below the same quarter in 1959. Prospects for the rest of the year are more encouraging. The Investment Survey by the Department of Trade and Commerce indicates a 4-per-cent rise in outlays for new construction this year. Outlays by institutions and governments are expected to rise. The strengthening in institutional investment is largely attributable to a much expanded hospital

Some of the major demand forces that exerted a downward pull on the economy through most of last year have strengthened. In the closing quarter of 1960, developments in the inventory sector were once more placing new demands on production, and a limited build-up of stocks was taking place. It will be recalled that the pronounced rate of inventory accumulation evident in the first quarter of 1960 fell off in the second quarter and by the third quarter some liquidation of stocks was taking place. Some strengthening of the inventory position seems likely during the early part of this year, and this would provide a further boost to output and employment in manufacturing. The high and stable employment levels that have been maintained in pulp and paper mills during the past year reflects the continuing strong position of exports of newsprint.

## Comparison with Last Year

Total employment in the first quarter was about 32,000 higher, on average, than in the corresponding quarter last year. As the table below shows, women's employment increased 82,000 while the number of employed men declined by an estimated 49,000.

The increase in the number of employed women is a reflection of the expansion that has taken place in the service-producing industries. This group of industries was a source of expanded employment for both men and women, but most of the strengthening was in women's occupations. On the other hand, most of the employment decline in the goods-producing industries was among men.

During the first quarter, employment in the goods-producing industries averaged about 49,000 lower than in the opening quarter of 1960. The table at right, which shows first quarter averages of employment by industry, in thousands, indicates that the drop occurred in construction and other primary industries (the latter includes forestry, mining and fishing). As indicated earlier in this review, logging operations were completed earlier than usual this year, and this accounted in part for the lower level of employment. Mining employment was sharply lower than last year, with reduced activity in fuels and metal mining. Employment in non-metal mining was higher than last year, reflecting a strong demand for asbestos products. Exports of asbestos products showed a rising trend during 1960. In the fourth quarter they were substantially higher than a year before.

The employment decline in fuels reflected losses in coal and in oil and natural gas; coal mining showed the most marked decline. Employment in metal mining was lower than last year as increased activity in iron ore production was more than offset by declines in uranium and base metals. The year-to-year employment decline in construction appears to have been centered largely

	1961	1960
Total Employed .....	5,665	5,633
Men .....	4,060	4,109
Women .....	1,605	1,524
Agriculture .....	583	583
Non-agriculture .....	5,082	5,050

	1961	1960
Total Employed .....	5,665	5,633
Goods producing industries .....	2,486	2,535
Agriculture .....	583	583
Other primary industries .....	158	194
Manufacturing .....	1,435	1,427
Construction .....	311	331
Service producing industries .....	3,179	3,099
Transportation & other utilities .....	491	501
Trade .....	951	947
Finance, insurance & real estate .....	237	225
Service .....	1,500	1,425



in building construction. Activity in highways, bridges and streets was maintained at close to last year's level, but general engineering was down somewhat from last year's low level.

Manufacturing employment in the first quarter was slightly higher than a year ago, although still considerably below the pre-recession peak. Industries showing improvement over the year were aircraft and aircraft parts, paper products, textiles, leather products, tobacco and tobacco products, and chemicals. Employment was substantially lower than a year ago in iron and steel products, motor vehicles, motor vehicles parts and electrical apparatus supplies.

Employment in the service-producing industries in the first quarter was 80,000 higher than in the same quarter last year. Most of the expansion was in the service industry proper, notably in community, business, and personal service. Staffing of new educational and health facilities accounted for a large part of this advance. Employment in trade changed very little over the year, in contrast to the moderate advances recorded in most previous years.

### Regional Comparisons

Employment was higher than last year in the Atlantic, Quebec and Prairie regions. The total in the Pacific region was much the same as last year, while Ontario registered a slight decline. The table below shows first-quarter averages, in thousands, of employment in Canada and in the five regions.

The employment decline in Ontario was in agriculture. Employment trends in non-agricultural industries in Ontario were mixed and largely offsetting. The net employment gains in the Atlantic, Quebec and Prairie regions were due largely to increased activity in the service-producing industries. In Quebec, there was a continuing strong demand for products of the export industries, and this helped to boost employment and production in some of the goods-producing industries.

	1961	1960
Total Employed .....	5,665	5,633
Atlantic .....	467	455
Quebec .....	1,533	1,520
Ontario .....	2,161	2,171
Prairie .....	1,003	982
Pacific .....	501	505

### LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	March 1961	March 1960	March 1961	March 1960	March 1961	March 1960
Metropolitan.....	11	10	1	2		
Major Industrial.....	19	18	7	8		
Major Agricultural.....	10	11	4	3		
Minor.....	43	45	14	12	1	1
Total.....	83	84	26	25	1	1

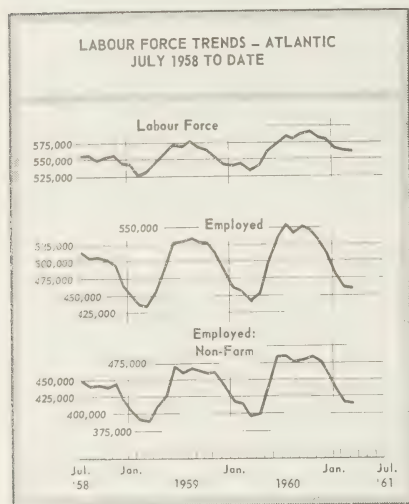
# CLASSIFICATION OF LABOUR MARKET AREAS—MARCH

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	Calgary Edmonton Hamilton Montreal Ottawa—Hull Quebec—Levis St. John's Toronto Vancouver—New West- minster and Mission City Windsor Winnipeg	Halifax		
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non-agricul- tural activity)	Brantford Corner Brook Cornwall Farnham—Granby Fort William—Port Arthur Joliette Lac. St. Jean Moncton New Glasgow Niagara Peninsula Oshawa Peterborough Rouyn-Val d'Or Sarnia Shawinigan Sherbrooke Sydney Trois Rivières Timmins—Kirkland Lake	Guelph Kingston Kitchener London Saint John Sudbury Victoria		
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 40 per cent or more agricultural)	Barrie Charlottetown CHATHAM ← Lethbridge Prince Albert Red Deer Rivière du Loup Saskatoon Thetford-Megantic-St. Georges Yorkton	Brandon Moose Jaw North Battleford → REGINA		
<b>MINOR AREAS</b> (labour force 10,000-25,000)	Bathurst Beauharnois Belleville-Trenton Bracebridge Bridgewater Campbellton Chilliwack Cranbrook Dauphin Drummondville Edmundston Fredericton Gaspe Grand Falls Kentville Lachute—Ste. Therese Lindsay Montmagny Newcastle North Bay Okanagan Valley Owen Sound Pembroke Portage la Prairie Prince George—Quesnel Prince Rupert Quebec North Shore Rimouski Ste. Agathe—St. Jerome St. Hyacinthe St. Jean St. Stephen Sault Ste. Marie Simcoe Sorel Summerside Trail—Nelson Truro Valleyfield Victoriaville Weyburn Woodstock, N.B. Yarmouth	Brampton → CENTRAL VANCOUVER ISLAND Dawson Creek Drumheller Galt Goderich Kamloops Listowel → MEDICINE HAT St. Thomas Stratford Swift Current → WALKERTON Woodstock—Tillsonburg	Kitimat	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 424.

# Employment Situation in Local Areas

## ATLANTIC



The underlying employment trend in the Atlantic region levelled off in the first quarter after showing moderate advances during the last half of 1960. Iron and steel manufacturing, which was a source of employment strength last year, weakened noticeably during the past few months. Orders for steel products from the United Kingdom have fallen sharply, and as a result about 700 workers were laid off at the Sydney steel plant. More moderate employment declines occurred in plants manufacturing railroad and rolling stock equipment; they were operating well below normal as the year began. In other parts of manufacturing, employment either increased or remained fairly stable. Shipbuilding activ-

ity increased steadily and additional hiring was expected to take place when the expansion program at the Saint John Dry Dock is completed. The aircraft and parts industry showed continuing buoyancy in the first three months of 1961 and additional workers will be required late this spring when a new hangar opens at the Halifax International Airport for the servicing of small aircraft.

Apart from seasonal factors, forestry employment changed very little between the closing quarter of 1960 and the opening quarter of 1961. The opening of a new pulp mill at Point Tupper later this year will result in an increase in forestry employment in Nova Scotia. Demand for skilled pulp-cutters was reported to have increased sharply in the Sydney area during March, and activity was expected to show a further increase as weather conditions improve. The new pulp mill is expected to provide several months work each year for a large number of pulp-cutters.

The coal mining industry continued to be a major source of weakness during the first quarter. Short-term layoffs have been prevalent in the Cape Breton mines and layoffs of a permanent nature are scheduled to take place later this year. Employment in the mines was slightly lower, on average, than in the fourth quarter of 1960 and substantially lower than a year ago.

Construction employment in the region held up fairly well since the turn of the year despite a low level of housebuilding activity. Engineering projects employed fewer workers than in most recent years but most other types of non-residential construction were fairly active for the season. Institutional building continued to be one of the main sources of strength and industrial



construction expanded somewhat in March. Housing starts increased in the first quarter after declining slightly in the closing quarter of 1960. Activity in non-residential construction this summer is generally expected to show a smaller rise than last year, because some of the larger projects initiated a year ago or more have been completed.

Total employment in the first quarter averaged about 12,000 higher than a year earlier. Most of the improvement was in the service industry, particularly in community, business and personal service. Employment in trade was maintained at a slightly higher level than a year ago. Mining, construction and heavy manufacturing registered employment decreases.

The increase in unemployment during the first quarter was about normal for the season. Unemployment in March stood at 101,000 or 18.0 per cent of the labour force. This was substantially higher than the unemployment rate of 16.9 per cent for the same month last year. The March classification of the 21 areas in the region was as follows (last year's figures in brackets): in substantial surplus, 19 (19); in moderate surplus, 2 (2).

## Local Area Developments

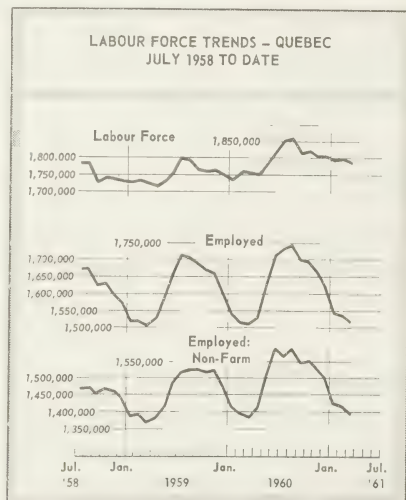
**St. John's** (metropolitan) Group 1. Construction employment was considerably lower than last year but total employment was unchanged as a result of increased activity in the service industry.

**Halifax** (metropolitan) Group 2. Total employment was somewhat higher than a year ago as a result of increased activity in most parts of manufacturing. Total manufacturing employment at the end of January was 9.2 per cent higher than a year ago.

## QUEBEC

Employment in Quebec declined more than seasonally between the fourth quarter of 1960 and the first quarter of 1961. Important factors in this decline were reduced levels of durable goods production and industrial construction. Employment was maintained at a higher level than a year earlier, however, mainly through the strength of demand for the products of the export industries in the region, and the steady expansion of some service-producing industries. Unemployment during the quarter was moderately higher than in the first quarter of last year.

In most export industries, the high level of activity that prevailed in 1960 was maintained during the first quarter of this year. Exports of newsprint, asbestos, aluminum and copper showed strong advances in 1960 and indications are that this trend continued into 1961. As a result, mining production and employment in the region continued



at a higher level than in the previous two years. Forestry employment, however, declined rather sharply during the quarter, owing partly to an early completion of cutting and hauling operations. Mechanization of forestry operations has continued, and has gradually changed the annual pattern of forestry employment.

Total manufacturing employment was slightly lower than last year. Declines were marked in industries manufacturing electrical apparatus and supplies, iron and steel products, and all transportation equipment except aircraft and parts. In the aircraft industry, output and employment were maintained at the high level prevailing in 1960. Employment conditions in non-durable consumer goods industries were generally favourable. Employment in food and beverages, paper products, printing and publishing, although declining seasonally, continued at a high level; and in the manufacture of leather products, textiles and clothing, employment was higher than last year. The increase in textiles was particularly noteworthy since employment in this industry had shown a year-to-year decline during most of 1960.

The service industry, which had been exceptionally strong during most of 1960, displayed mixed employment trends in the first quarter of 1961. Employment in trade and finance remained well above last year's level, while the services and public utilities, though at a high level, showed some weakness. Activity in transportation continued below the level of the previous year.

Reduced activity was noticeable in the industrial construction sector, particularly in primary industries and manufacturing. This decline was partly offset by commercial building and municipal construction work carried out under the Municipal Winter Works Incentive Program. Residential construction showed signs of picking up during the quarter after a sharp decline in 1960. The number of new housing units started during the quarter, though at a seasonally low level, exceeded by a wide margin the number started in the first quarter of last year.

Unemployment during the quarter represented, on average, 14.5 per cent of the labour force, against 13.1 per cent in the first quarter of last year. In March all 24 labour market areas in the region were in the substantial labour surplus category. A year before, 23 areas were in the substantial labour surplus category and the other in the moderate labour surplus category.

### Local Area Developments

**Montreal** (metropolitan) Group 1. Unemployment in the first quarter was somewhat higher and employment lower than in the previous year. The decline in employment was due primarily to reduced operation in the iron and steel, electrical apparatus and supplies, and transportation equipment industries.

**Quebec-Levis** (metropolitan) Group 1. Unemployment in this area was higher than a year earlier in the first two months, but March showed some year-to-year improvement. Manufacturing employment was lower than in the previous year. A drop in forestry employment in the region contributed to the over-all decline.

## ONTARIO

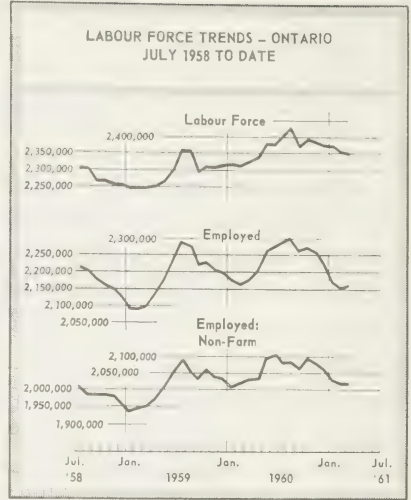
Employment in Ontario declined 4 per cent, a little more than is normal for the season, between the last quarter of 1960 and the first quarter of 1961. In the first quarter, employment was down slightly from the corresponding period of 1960. In this 12-month period, agricultural employment declined 7 per cent while non-farm employment remained unchanged. Unemployment in the region was substantially higher than a year earlier.

A large part of the decline in employment over the quarter took place among seasonal activities: construction, forestry, and tobacco and food processing. Despite some weaknesses, total employment in manufacturing showed some improvement. Production of automobiles slipped somewhat from the high levels attained in the fourth quarter last year and was 18.2 per cent down from the relatively high level of the first quarter of 1960. Employment in this industry was less firm than in the previous quarter, and intermittent layoffs occurred in most plants. From a greatly reduced employment level in January, the iron and steel industry showed some improvement, especially in the primary iron and steel plants, which recalled substantial numbers of workers. Rehiring continued in the aircraft industry and in shipbuilding trades. Late in the quarter, some employment improvement was evident in the manufacture of agricultural implements and heavy road machinery.

Good weather conditions were responsible for an earlier-than-usual completion of bushwork. Employment in pulp cutting and hauling operations was at high levels in the first half of the quarter but fell off sharply during March when most camps closed for the season. In uranium mining, the progressive close-down schedule led to the release of more miners; in the rest of the mining industry, production and employment remained at stable levels.

All of the decline in employment, to an average 2,160,000 in the first three months of this year from 2,171,000 in the same period a year earlier, occurred among men. Agriculture accounted for all of the year-to-year decline in employment. There were mixed developments in employment in non-farm activities. Compared with a year earlier, employment was down in the production of iron and steel products and the manufacture of automobiles, electrical apparatus and supplies, agricultural implements, forestry and uranium mining. Employment in the trade and service industries continued to expand, though at a slower rate than in past years.

Unemployment was an estimated 198,000 in the first quarter this year. This compared with 133,000 in the fourth quarter last year and 148,000 in the first quarter of 1960. Men accounted for most of the increase in unemployment over the quarter, owing mainly to the completion of seasonal work such as





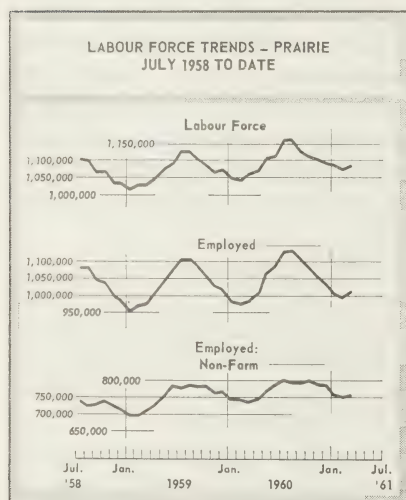
construction and forestry, which employ a high proportion of men. Despite higher unemployment there was no change in the classification of the 34 labour market areas in the region from last year: 21 areas in substantial surplus and 13 in moderate surplus.

## Local Area Developments

**Toronto** (metropolitan) Group 1. Over the quarter, the number registered for employment increased by about as much as usual. The largest declines in employment occurred in construction and trade. For the year, however, there was little change in unemployment as declines in electrical apparatus and supplies, iron and steel products and rubber products were offset by increases in transportation equipment, especially aircraft and parts.

**Hamilton** (metropolitan) Group 1. Employment in the primary iron and steel plants increased sharply from the low levels in early January. Employment levels in the construction industry remained low during the winter months but with the coming spring weather in March began to show some signs of improvement.

## PRAIRIE



In the Prairie region, there was little variation from the usual seasonal changes in employment from the third quarter of 1960 to the first quarter of 1961. Total employment averaged 1,003,000 in the first quarter, up 2.2 per cent from a year earlier. Non-agricultural industries employed 753,000, which number was up 1.6 per cent over the year, and the number on farms went up 4.2 per cent in the same period, a reversal of downward trends in recent years. The number of men working averaged 740,000 in the quarter; this was up 1.0 per cent from the first quarter of 1960. The number of employed women went up 5.2 per cent. Women now account for 26.1 per cent of the total employed, up from 25.3 per cent in the first quarter of last year.

Poor moisture conditions in most districts indicated somewhat poorer crop prospects than usual for the coming year but large sales of grain to China and other new customers, in addition to normal exports, will permit farmers to dispose of some surpluses in storage. Logging employment was somewhat short of year-earlier levels as a result of reduced demands for lumber. The usual seasonal drop in logging operations occasioned by the spring breakup took place near the end of the quarter; at that time a better demand for lumber was reported as construction activity picked up. Mining employment remained fairly steady. The work force in coal mining remained somewhat

lower than at the same time in 1960 but a large non-ferrous metal development at Thompson, in northern Manitoba, began production and the work force there was being built up; eventual requirements are reported to be about 2,300.

One of the more important developments in the region was the start of work on natural gas export pipelines; right-of-way was being cleared and pipes distributed. Work on four large hydro projects continued, relatively sizable construction crews being kept busy through the winter. Because of reductions in housebuilding, however, the number working in the construction industry early in the quarter was almost 10 per cent below a year earlier. The number of housing units under construction in the early part of the quarter was down 40 per cent from the corresponding time in 1960. Near the end of the quarter, however, a considerable improvement in the number of starts was apparent, and the demand for construction workers improved markedly.

Minor seasonal changes occurred in manufacturing employment. Pipe makers and iron and steel plants hired some men to fill pipeline orders, and chemical plants and refineries operated at strong levels. Deliveries of stock to packing plants, particularly of pigs, were down somewhat and the number of men employed remained slightly lower than a year earlier. Sawmills also operated with smaller staffs than at the same time in 1960 owing to lighter demands for construction materials.

Seasonal employment declines occurred during the first quarter in service-producing industries, especially in trade and transportation. Continued mechanization and a reduced volume of business caused some year-to-year decline in transportation employment. Employment in trade showed little change over the year but services (domestic, government, recreation, etc.,) and financial establishments displayed sharp gains from a year earlier.

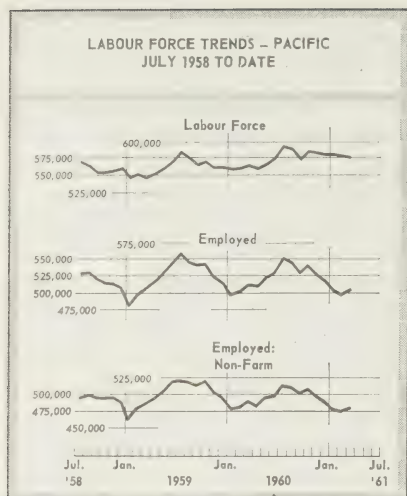
Unemployment increased about as much as usual during the winter but remained higher than a year earlier, accounting for 7.2 per cent of the labour force compared with 6.5 per cent in the first quarter of 1960. Unemployment was relatively heavier in larger centres this year than last but slightly smaller, as a proportion of the labour force, in agricultural and minor centres. In March the 19 labour market areas in the region were classified as follows (last year's figures in brackets): in substantial surplus 12 (14); in moderate surplus 7 (5).

### Local Area Developments

**Calgary, Edmonton, and Winnipeg** (metropolitan) Group 1. Employment went down seasonally until a pick-up in construction late in the first quarter increased the demand for labour. Unemployment was considerably higher at the seasonal low-point in economic activity than at the same time in 1960.

### PACIFIC

Employment declined seasonally in the Pacific region from the last quarter of 1960 to the first quarter of 1961. However, a strong upturn in construction activity increased the demand for labour in March. Total employment was fractionally lower in the first quarter of 1960 than for the same period of 1961. Goods-producing industries showed the greatest decline, except for pulp and paper, where expansion continued. These declines were partly offset by



year-to-year gains in service industries other than transportation.

Steadily increasing production of pulp and paper added strength to employment in the woods and in associated industries. At the beginning of 1961, the work force in paper mills was up almost 10 per cent from a year earlier. Although employment in lumbering was slightly lower than a year earlier, employment prospects improved as a result of increased housebuilding in both Canada and the United States.

Mining employment showed little change in the first quarter but was lower than the year before because of declines in coal and gold mining. These drops were partly offset by hirings on Van-

couver Island and elsewhere for development of ore bodies for export of iron and non-ferrous ore. Oil and gas development in the northern part of the province continued.

Agricultural activity and fishing remained at low winter levels. Herring fishing was terminated late in the quarter. The number employed on farms in the first quarter was a little greater than a year earlier but fishing employment was down this year.

Some spottiness was apparent in iron and steel products manufacturing employment. Seasonal declines were combined with fairly pronounced year-to-year reductions in transportation equipment, especially shipyards, and some fabricating plants supplying the lumbering and construction industries. In food and beverages, smelting, and chemical products, employment levels were fairly well maintained from a year earlier.

A considerable post-Christmas drop occurred in service-producing industries but over-all employment in the first quarter compared favourably with the corresponding period of last year. Trade employment showed little change but substantial gains occurred in finance and services. Waterfront activity held at high levels as increased exports, particularly of grain and ore, continued into 1961. Over-all transportation employment was down from last year, however, as a result of further mechanization on the railroads and smaller shipments, mainly of building materials.

The seasonal increase in employment late in the first quarter stemmed principally from strong hirings in construction. Housing starts showed some strength over year-earlier figures in the later part of the quarter although earlier weakness was not completely offset. At the beginning of the year units under construction were 20 per cent below a year earlier and at the end of February the year-to-year drop was 36 per cent.

The increase in unemployment from 9.4 per cent of the labour force in the final quarter of 1960 to 13.2 per cent in the first quarter of the current year was about as large as usual, but was substantially above the 9.9 per cent a year earlier. In the region's 12 labour market areas at the end of March there was a substantial labour surplus in seven, a moderate surplus in four, and a balanced supply in one. This was the same as the classification in March 1960, but in most areas the surpluses were somewhat greater this year.



# Current Labour Statistics

(Latest available statistics at April 15, 1961)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a)... (in thousands)..	March 18	6,353	- 0.2	+ 1.9
Employed..... (in thousands)..	March 18	5,648	+ 0.1	+ 0.4
Agriculture..... (in thousands)..	March 18	593	+ 4.0	+ 0.9
Non-agriculture..... (in thousands)..	March 18	5,055	- 0.4	+ 0.4
Paid workers..... (in thousands)..	March 18	4,587	- 0.3	+ 0.1
At work 35 hours or more.. (in thousands)..	March 18	N.A.	N.A.	N.A.
At work less than 35 hours.. (in thousands)..	March 18	N.A.	N.A.	N.A.
Employed but not at work.. (in thousands)..	March 18	N.A.	N.A.	N.A.
Unemployed..... (in thousands)..	March 18	705	- 2.0	+15.8
Atlantic..... (in thousands)..	March 18	101	0.0	+12.2
Quebec..... (in thousands)..	March 18	267	+ 2.7	+ 9.4
Ontario..... (in thousands)..	March 18	190	- 6.0	+25.8
Prairie..... (in thousands)..	March 18	76	0.0	+ 2.7
Pacific..... (in thousands)..	March 18	71	-11.3	+42.0
Without work and seeking work 				

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 425, this issue.

# COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

Collective bargaining activity in the Canadian railway industry will be extended considerably in the second quarter of 1961. In addition to the dispute involving the non-operating employees, the railways will be renegotiating expired agreements with the running trades. There has been considerable speculation as to the direction these negotiations will take in the light of the recommendations made by the Royal Commission on Transportation. Initially, the recommendations will affect the negotiations between the 15 non-operating unions and the railways; these negotiations have been at a virtual standstill since the passage of the Railway Operation Continuation Act that prohibited strike action in this dispute until May 15, 1961. By mid-April, however, the parties had met with Cabinet members in an attempt to work out a solution before a new strike deadline set for May 16, 1961.

During March negotiations were initiated between the CNR and CPR and three unions representing employees in the running trades. Indications were that the general pattern of this bargaining will be on a system-wide basis rather than on a regional basis as in the past. **The Brotherhood of Railroad Trainmen** have asked the companies for an 18-per-cent increase as well as shift differentials of 10 cents an hour for afternoon work and 15 cents for night work, guaranteed work periods of 2,000 miles per month for roadmen and 16 days per month for yardmen, four weeks vacation after 20 years of service, and eight paid statutory holidays instead of seven. **The Brotherhood of Locomotive Engineers** opened negotiations by asking for a 15-per-cent wage increase as well as a company-paid \$10,000 life insurance policy effective while on duty and increased paid vacations. The companies currently pay employees \$4.80 per month to cover the cost of individually arranged life insurance. In the negotiations with the **Locomotive Firemen and Enginemen** the CNR announced that it will seek to eliminate "arbitraries," that is, payment for time spent on preparatory and inspection work. The company maintains that, whereas this work was necessary on steam locomotives, it no longer is the function of firemen and enginemen on diesels.

In British Columbia the **International Woodworkers of America** have opened negotiations for the renewal of their agreement covering 28,000 woods workers employed by 150 coastal lumber and sawmill operators. The expiring agreement, signed in September 1959 after prolonged negotiations that culminated in a 2½-month strike, was worked out with the aid of a mediator and provided a 10-cent-an-hour increase in the first year plus 10 cents during the second year. The IWA this time asked for an increase of one dollar in daily pay as well as an industry-wide health and welfare plan and a pension plan, both to be portable from company to company. In supporting the demands for increased wages and improved working conditions the union claimed that during the first 11 months of last year more lumber had been produced in British Columbia than in any of the previous five years and that shipments to the United Kingdom were higher than at any other comparable period in the last five years. **Forest Industrial Relations Limited**, the agency that bargains for the coastal operators, countered with a demand for a reduction in wages of shingle

mill sawyers and packers by 10 cents an hour and a 20-per-cent reduction in the minimum rate of \$1 per thousand board feet paid to the industry's 700 fallers and buckers. It was claimed that, with the improved production levels, fallers and buckers now average \$40 daily and in some instances earn as much as \$65 a day. Employers' spokesmen maintained that British Columbia woods workers were the highest paid in Canada and that additional wages would aggravate the problems facing the industry and could not be justified in view of layoffs occurring in the woods.

While loggers and lumber workers along the coast of British Columbia were bargaining for wage increases, approximately 3,800 civic employees in Burnaby and Vancouver signed new agreements that provided for improved fringe benefits but no wage increases for this year. In Vancouver, 1,600 outside employees represented by the independent **Civic Employees Union** had originally asked for a 12-cent-an-hour increase, but voted to accept a conciliation board's recommendation that wages remain unchanged for the term of the one-year agreement. The employees, however, were granted three weeks vacation with pay after seven years of service rather than after eight, and four weeks vacation with pay after 17 instead of 20 years of continuous service. The probationary period was reduced from 12 to 9 months and the group life insurance benefit was raised, with the city's contribution to premium payments increased to 50 per cent of the total.

Shortly after the signing of this agreement Vancouver's inside workers signed a similar settlement. The 1,400-member local of the **National Union of Public Employees** agreed to accept improved fringe benefits in lieu of increased wages. This will include increased vacations, a new group life insurance scheme that will give coverage equal to an employee's annual salary, with the city paying 50 per cent of the premium, and a reduced work day of six hours and 40 minutes with one hour for lunch and two 10-minute breaks. Furthermore, the ceiling on the accumulation of sick leave was raised from 120 to 261 days. Following the same pattern, the civic employees of the **Corporation of Burnaby** signed a "no-wage-increase" agreement that provided three weeks paid vacation after seven years of service and four weeks after 17 years as well as other improvements in fringe benefits.

The first agreement to be signed between the **Railway, Transport and General Workers Union** and the **St. Lawrence Seaway Authority**, which terminated last December, was replaced by a three-year agreement expiring December 31, 1963. A feature of the settlement was the equalization of pay rates in the three administrative districts of the Seaway. In the Western District, formerly the highest paid area, the labour rate of \$1.80 was increased by 4c. an hour retroactive to January 1, 1961, with an additional 4c. on January 1, 1962. Slightly different pay increases were granted in the Central and Eastern Districts, where labour rates were \$1.62 and \$1.60 an hour respectively, so that by January 1, 1962 pay rates in all three areas will be equal. A final increase of 9c. an hour on January 1, 1963 will bring labour rates along the total length of the Seaway up to \$1.97 an hour.

The new agreement provides for a guaranteed work year of a minimum of 2,080 hours for operational and maintenance workers. This will be effected by a redistribution of work time throughout the year. This provision will primarily affect the 600 canal operators who formerly worked only during the navigation season on a six-day basis but will now be employed on a five-day week the year round, thus eliminating the old system of accumulating time off to be



taken during the winter layoffs. The change will provide the Seaway Authority with a stable work force for winter maintenance work and at the same time will permit the establishment of fixed periods for training courses in canal and lock operations.

For some months workers at various **shipyards** in Eastern Canada have been bargaining for the renewal of expired agreements. In Lauzon, Que., the Metal Trades Federation (CNTU) has asked for the services of a conciliation officer to help reconcile their differences with the Davie Shipbuilding Company. Operations at the Halifax Shipyards came to a halt when the Marine Workers Federation called a strike to support demands for higher wages. Strike action was also taken at Canadian Vickers, Montreal, and after a two-week work stoppage the Metal Trades Federation signed a three-year agreement providing wage increases and improved fringe benefits. A new agreement was also signed at the Collingwood Shipyards, Collingwood, Ont., but in this instance all terms including wages remained unchanged.

## Collective Bargaining Scene

Agreements covering 500 or more workers,  
excluding those in the construction industry

### Part I—Agreements Expiring During April, May and June

(except those under negotiation in March)

Company and Location	Union
Abitibi Paper, Iroquois Falls, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Abitibi Paper, Sault Ste. Marie, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Anglo-Nfld. Development, Grand Falls, Nfld. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Assoc. Patronale des Services Hospitaliers, Quebec, Que. ....	Services Federation (CNTU) (male)
Assoc. Patronale des Services Hospitaliers, Quebec, Que. ....	Services Federation (CNTU) (female)
Bowater's Nfld. Paper, Corner Brook, Nfld. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Bldg. maintenance companies, Vancouver, B.C. ....	Bldg. Service Empl. (AFL-CIO/CLC)
Can. Iron Foundries, Three Rivers, Que. ....	Moulders (AFL-CIO/CLC)
C.N.R., system-wide ....	Trainmen (AFL-CIO/CLC)
C.P.R. Atlantic & Central regions ....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R. Atlantic & Central regions ....	Trainmen (AFL-CIO/CLC)
C.P.R. Prairie & Pacific regions ....	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
Clothing Mfrs. Assoc., Quebec, Farnham & Victoriaville, Que. ....	Clothing Wkrs. Federation (CNTU)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Shawinigan, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Courtaulds Canada, Cornwall, Ont. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Dominion Bridge, Vancouver, B.C. ....	Structural Iron Wkrs. (AFL-CIO/CLC)
Dom. Rubber (Footwear Div.), Kitchener, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Dom. Rubber (Tire Div.), Kitchener, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Fraser Cos., Edmundston, N.B. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Que. ....	Woodcutters, Farmers' Union (Ind.)
Goodrich Canada, Kitchener, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Great Lakes Paper, Fort William, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
Howard Smith Paper, Cornwall, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Kelvinator of Canada, London, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Kimberley-Clark Paper, Terrace Bay, Ont. ....	I.B.E.W. (AFL-CIO/CLC) & Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)

Company and Location	Union
K.V.P. Company, Espanola, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Marathon Corp. of Can., Marathon, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Men's Clothing Mfrs. Assoc., Toronto, Ont. ....	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau (car carriers), Ont. ....	Teamsters (Ind.)
Noranda Mines, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
Norton Company, Chippawa, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Ontario Paper, Thorold, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Ont.-Minnesota Paper, Fort Francis & Kenora, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Que. North Shore Paper, Baie Comeau, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
R.C.A. Victor, Montreal, Que. ....	Empl. Assoc. (Ind.)
St. Lawrence Corp., Red Rock, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Scott Clothing, Longueuil, Que. ....	Empl. Assoc. (Ind.)
Shell Oil, Montreal East, Que. ....	Empl. Council (Ind.)
Spruce Falls & Kimberley-Clark, Kapuskasing, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Union composing rooms, Toronto, Ont. ....	Typographical Union (AFL-CIO/CLC)
Vancouver General Hospital, Vancouver, B.C. ....	Public Empl. (CLC)
Various pulp & paper mills, B.C. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
White Spot Restaurants, Vancouver, B.C. ....	Empl. Union (Ind.)

## Part II—Negotiations in Progress During March

### Bargaining

Company and Location	Union
Acme, Borden's & other dairies, Toronto, Ont. ....	Teamsters (Ind.)
Anglo-Cdn. Paper, Forestville, Que. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Assoc. des Marchands Détaillants (Produits Alimentaires), Quebec, Que. ....	Commerce Empl. Federation (CNTU)
Association Patronale du Commerce, (Hardware), Quebec, Que. ....	Commerce Empl. Federation (CNTU)
Atomic Energy of Can., Chalk River, Ont. ....	Atomic Energy Allied Council (AFL-CIO/CLC)
B.A. Oil, Clarkson, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Beatty Bros., Fergus, Ont. ....	Steelworkers (AFL-CIO/CLC)
C.B.C., company-wide	Radio & T.V. Empl. (ARTEC) (Ind.)
Cdn. General Electric, Montreal & Quebec, Que. ....	I.U.E. (AFL-CIO/CLC)
Cdn. International Paper, N.B., Que. & Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Oper. Engineers (AFL-CIO)
C.N.R., system-wide	Locomotive Engineers (Ind.)
C.N.R., system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R., system-wide	Locomotive Engineers (Ind.)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
C.P.R., Prairie & Pacific regions	Trainmen (AFL-CIO/CLC)
Cdn. Tube & Steel, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Dominion Coal, Sydney, N.S. ....	Mine Wkrs. (Ind.)
Dom. Engineering Works, Lachine, Que. ....	Machinists (AFL-CIO/CLC)
Donnacona Paper, Donnacona, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Dunlop Canada, Toronto, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Dunlop Canada, Whitby, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Dupuis Freres, Montreal, Que. ....	Commerce Empl. Federation (CNTU)
East. Can. Newsprint Grp., Que. & N.S. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
E. B. Eddy, Hull, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Edmonton City, Alta. ....	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta. ....	Public Empl. (CLC) (outside wkrs.)
Employing Printers' Assoc., Montreal, Que. ....	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assoc., Montreal, Que. ....	Printing Pressmen (AFL-CIO/CLC)
Food stores (various) Winnipeg, Man. ....	Retail Clerks (AFL-CIO/CLC)
Forest Industrial Relations, B.C. coast	Woodworkers (AFL-CIO/CLC)
Fisheries Assoc. & Cold Storage Cos., B.C. ....	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Halifax City, N.S. ....	Public Empl. (CLC) (inside wkrs.)
Hamilton City, Ont. ....	Public Empl. (CLC) (office wkrs.)
Hamilton City, Ont. ....	Public Service Empl. (CLC) (outside wkrs.)
Hamilton General Hospital, Hamilton, Ont. ....	Public Empl. (CLC)
H. J. Heinz, Leamington, Ont. ....	Packinghouse Wkrs. (AFL-CIO/CLC)

Company and Location	Union
Hudson Bay Mining, Flin Flon, Man. ....	CLC-chartered local, Machinists (AFL-CIO/CLC) & others
Kellogg Company, London, Ont. ....	Millers (AFL-CIO/CLC)
Lakehead Term. Elevators Assoc., Fort William, Ont. ....	Railway Clerks (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que. ....	Tobacco Wkrs. (AFL-CIO/CLC)
Marine Industries, Sorel, Que. ....	Metal Trades' Federation (CNTU)
Moirs Limited, Halifax, N.S. ....	Teamsters (Ind.) & Bakery Wkrs. (CLC)
New Brunswick Power Commission, province-wide ....	I.B.E.W. (AFL-CIO/CLC)
Northern Electric, Belleville, Ont. ....	Empl. Assoc. (Ind.) (plant wkrs.)
Northern Electric, Montreal, Que. ....	Empl. Assoc. (Ind.) (phone installers & plant wkrs.)
Northern Electric, Montreal, Que. ....	Office Empl. Assoc. (Ind.)
Old Sydney Collieries, Sydney Mines, N.S. ....	Mine Wkrs. (Ind.)
Ontario Hydro, company-wide ....	Public Service Empl. (CLC)
Price Bros., Kenogami & Riverbend, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
R.C.A. Victor, Montreal, Que. ....	I.U.E. (AFL-CIO/CLC)
St. Boniface General Hospital, St. Boniface, Man. ....	Empl. Union of Hospital Inst. (Ind.)
Sask. Power Corp., province-wide ....	Oil Wkrs. (AFL-CIO/CLC)
Scarborough Township, Ont. ....	Public Empl. (CLC) (outside wkrs.)
Tamper Limited, Lachine, Que. ....	I.U.E. (AFL-CIO/CLC)
T.C.A., company-wide ....	Air Line Pilots (Ind.)
Westeel Products, western provinces ....	Steelworkers (AFL-CIO/CLC)
Winnipeg City, Man. ....	Public Service Empl. (CLC)

#### Conciliation Officer

Aluminum Co., Ile Maligne, Que. ....	Metal Trades' Federation (CNTU)
Aluminum Co., Shawinigan, Que. ....	Metal Trades' Federation (CNTU)
C.B.C., company-wide ....	Broadcast Empl. (AFL-CIO/CLC)
Calgary City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Calgary City, Alta. ....	Public Empl. (CLC) (outside wkrs.)
Can. Steamship Lines, Ont. & Que. ....	Railway Clerks (AFL-CIO/CLC)
Cdn. Car & Foundry, Montreal, Que. ....	Railway Carmen (AFL-CIO/CLC)
Cdn. General Electric, Toronto, Peterborough & Guelph, Ont. ....	U.E. (Ind.)
Cdn. Vickers (Engineering Div.), Montreal, Que. ....	Boilermakers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) & others
G. T. Davie & Sons, Lauzon, Que. ....	Metal Trades' Federation (CNTU)
Davie Shipbuilding, Lauzon, Que. ....	Metal Trades' Federation (CNTU)
Dryden Paper, Dryden, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
DuPont of Can., Kingston, Ont. ....	Mine Wkrs. (Ind.)
Firestone Tire & Rubber, Hamilton, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Fisheries Assoc., B.C. ....	United Fishermen (Ind.) (tendermen)
Hollinger Mines, Timmins, Ont. ....	Steelworkers (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumaker, Ont. ....	Steelworkers (AFL-CIO/CLC)
Miner Rubber, Granby, Que. ....	Rubber Wkrs. (AFL-CIO/CLC)
Sangamo Company, Leaside, Ont. ....	Machinists (AFL-CIO/CLC)
Saguenay Terminals, Port Alfred, Que. ....	Metal Trades' Federation (CNTU)
Shipping Federation of Can., Halifax, N.S.; Saint John, N.B.; Quebec, Montreal, Three Rivers, Que. ....	I.L.A. (CLC)
Toronto General Hospital, Toronto, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
Vancouver City, B.C. ....	Fire Fighters (AFL-CIO/CLC)
Vancouver Police Commissioners Bd., B.C. ....	B.C. Peace Officers (CLC)

#### Conciliation Board

Association Patronale des Mfrs. de Chaussures, Quebec, Que. ....	Leather & Shoe Wkrs. Federation (CNTU)
B.C. Hotels Assoc., New Westminster, Burnaby, Fraser Valley, B.C. ....	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assoc., Vancouver, B.C. ....	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Canada Paper, Windsor Mills, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Canadian Car, Fort William, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Lithographers Assoc., eastern Canada ....	Lithographers (CLC)
Cdn. Westinghouse, Hamilton, Ont. ....	U.E. (Ind.)
Consolidated Paper, Ste. Anne de Portneuf, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Dominion Glass, Wallaceburg, Ont. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Oilcloth & Linoleum, Montreal, Que. ....	CNTU-chartered local
Dom. Rubber (Rubber Div.), St. Jerome, Que. ....	Rubber Wkrs. (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Goodyear Cotton, St. Hyacinthe, Que. ....	Textile Federation (CNTU)
Goodyear Tire & Rubber, New Toronto, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
T.C.A., company-wide ....	Air Line Flight Attendants (CLC)
Toronto Western Hospital, Toronto, Ont. ....	Building Service Empl. (AFL-CIO/CLC)



## Post-Conciliation Bargaining

Company and Location	Union
Aluminum Co., Arvida, Que. ....	Metal Trades' Federation (CNTU)
Cdn. British Aluminum, Baie Comeau, Que. ....	Metal Trades' Federation (CNTU)
C.N.R., C.P.R., other railways .....	15 unions (non-operating empl.)
Hotel Royal York (CPR), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC)
St. Lawrence Corp., East Angus, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)

## Arbitration

Hopital Hotel-Dieu, Montreal, Que. ....	Service Empl. Federation (CNTU)
Hospitals (six), Montreal & District, Que. ....	Service Empl. Federation (CNTU)

## Work Stoppage

Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S. ....	Marine Wkrs. (CLC)
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## Part III—Settlements Reached During March

(A summary of major terms on the basis of information immediately available. Figures for the number of workers covered are approximate.)

**ALUMINUM CO., KINGSTON, ONT.—STEELWORKERS (AFL-CIO/CLC):** 1-yr. agreement covering 1,500 empl.—general increase of 7¢ an hr. retroactive to Jan. 1, 1961; improved provisions for bereavement leave.

**CANADIAN VICKERS, MONTREAL, QUE.—METAL TRADES FEDERATION (CNTU):** 3-yr. agreement covering 1,800 empl.—6¢-an-hr. increase retroactive to Jan. 1, 1961, an additional 4¢ an hr. eff. Jan. 1, 1962, and another 5¢ an hr. eff. July 1, 1962; eff. Jan. 1, 1963, work week to be reduced from 41½ hrs. to 40 hrs. with maintenance of pay; a voluntary pension plan to become eff. Jan. 1, 1962; contributions to be 5% of weekly wage from wkrs. and an equal amount from the company; labour rate to be \$1.74 an hr. on July 1, 1962.

**COLLINGWOOD SHIPYARDS, COLLINGWOOD, ONT.—CLC-CHARTERED LOCAL:** 1-yr. agreement covering 650 empl.—current agreement extended for another year without change.

**FAIREY AVIATION, EASTERN PASSAGE, N.S.—MACHINISTS (AFL-CIO/CLC):** 2-yr. agreement covering 600 empl.—3% increase eff. April 1, 1961; a further 3% eff. April 1, 1962; 2 wks. vacation after 2 yrs. of service (formerly 2 wks. after 3 yrs.); 1 extra day of paid vacation annually for every yr. of service after 10 yrs. until 14 yrs. at which time the entitlement will be 3 wks. vacation; increased company contribution to welfare plan from 25% to 30% in the first yr. and from 30% to 33% in the second yr. of the agreement.

**MONTREAL CITY, QUE.—PUBLIC SERVICE EMPL. (CLC) (MANUAL WKRS.):** 2-yr. agreement covering 5,000 empl.—7¢-an-hr. increase retroactive to Dec. 1, 1960, plus an additional 5¢ an hr. eff. Dec. 1, 1961; longevity pay at the rate of \$52 per yr. after 5 yrs. of service, \$104 per yr. after 15 yrs., \$156 per yr. after 20 yrs. and \$208 per yr. after 25 yrs.; city monthly contribution to health plan to be \$3.65 for married men and \$1.25 for single men.

**KVP COMPANY, ESPANOLA, ONT.—CARPENTERS (LUMBER AND SAWMILL WKRS.) (AFL-CIO/CLC):** 2-yr. agreement covering 700 empl.—7¢-an-hr. increase retroactive to Sept. 1, 1960; an additional 5¢ an hr. eff. March 1, 1961, plus 9¢ an hr. eff. Sept. 1, 1961; reduction in work week from 48 hrs. to 44 hrs. eff. Sept. 1, 1961 with same take-home pay.

**PAGE-HERSEY TUBES, WELLAND, ONT.—UE (IND.):** 1-yr. agreement covering 1,400 empl.—general increase of 3¢ an hr. retroactive to Nov. 1, 1960; pay for statutory holidays increased from \$18 to \$18.50 per day; improvements in pay for tradesmen.

**PROVINCE OF SASKATCHEWAN—SASK. CIVIL SERVICE (CLC) (LABOUR SERVICES):** 1-yr. agreement covering 1,700 empl.—general increase averaging approximately 2%.

**QUEBEC CITY, QUE.—MUNICIPAL & SCHOOL EMPL. FEDERATION (IND.) (INSIDE WKRS.):** 2-yr. agreement covering 500 empl.—increases ranging from 8% to 12% retroactive to May 1, 1960; adjustments to certain classifications; city to pay 50% of life insurance & 50% of sickness and accident insurance premiums starting May 1, 1961.

**ROCK CITY TOBACCO, QUEBEC, QUE.—TOBACCO WKRS. (AFL-CIO/CLC):** 2-yr. agreement covering 500 empl.—9¢-an-hr. increase retroactive to Nov. 12, 1960, plus an additional 9¢ an hr. eff. March 20, 1962; 3 wks. vacation after 12 yrs. of service (formerly 3 wks. after 15 yrs.); 1 additional paid statutory holiday making a total of 15 paid holidays per yr.

**ROWNTREE CO., TORONTO, ONT.—RETAIL, WHOLESALE EMPL. (AFL-CIO/CLC):** 1-yr. agreement covering 550 empl.—general increase of 5¢ an hr. retroactive to July 18, 1960; work week reduced from 41½ hrs. to 40 hrs. with same take-home pay.

**ST. LAWRENCE SEAWAY AUTHORITY—RAILWAY, TRANSPORT AND GENERAL WKRS. (CLC):** 3-yr. agreement covering 1,000 empl.—labour rates in the Western district increased 4¢ an hr. eff. Jan. 1, 1961, an additional 4¢ eff. Jan. 1, 1962, and 9¢ eff. Jan. 1, 1963; increases for Eastern and Central districts were higher to bring wage rates in these areas up to the Welland Canal level; guaranteed work year of 2,080 hours.

**VANCOUVER CITY, B.C.—CIVIC EMPL. (IND.) (OUTSIDE WKRS.):** 1-yr. agreement covering 1,300 empl.—wages to remain unchanged; 3 wks. vacation after 7 yrs. of continuous service and 4 wks. after 17 yrs. (previously 3 wks. after 8 yrs. and 4 wks. after 20 yrs.).

**VANCOUVER CITY, B.C.—PUBLIC EMPL. (CLC) (INSIDE WKRS.):** 1-yr. agreement covering 1,100 empl.—wages to remain unchanged; 3 wks. vacation after 7 yrs. of continuous service and 4 wks. after 17 yrs. (previously 3 wks. after 8 yrs. and 4 wks. after 20 yrs.).

**AUTO DEALERS (VARIOUS), VANCOUVER, B.C.—MACHINISTS (AFL-CIO/CLC):** current agreement covering 1,000 empl. extended for 1 yr. without change.

## NOTES OF CURRENT INTEREST

### Winter Works Incentive Program Extended Additional Month

The Municipal Winter Works Incentive Program is to be extended another month, to May 31, Hon. Michael Starr, Minister of Labour, announced in the House of Commons on March 23.

The objective of providing 100,000 on-site jobs under the program was reached in the first week of March, and by March 21, the program had provided direct, on-site employment for more than 105,000 men, he said.

The March 21 estimate was made by more than 1,920 municipalities that had winter works projects underway. The jobs represented 4,636,972 man days of work.

The projects are widely distributed in all ten provinces, Yukon, the Northwest Territories, and on Indian reservations.

Mr. Starr pointed out that in addition to the jobs provided directly on projects approved under the program, at least an equal number of jobs are provided indirectly in the industries that manufacture, sell, and transport the materials used on the jobs.

At the equivalent point of last year's program the number of on-site jobs had not yet reached 50,000, the Minister said.

This year, the program started on October 15, 1960, six weeks earlier than a year before, and it had been broadened to include new classes of projects including, for the first time, the construction and repair of municipal buildings as well as other projects such as street lighting, water and sewage treatment plants and pumping stations.

At the beginning of March, 5,800 municipal projects had been approved by provincial Governments and accepted by the federal Government. The estimated total cost of these projects was more than a quarter of a billion dollars. Total direct payroll costs would amount to an estimated \$80,000,000. Federal incentive payments will amount to approximately half.

New winter construction methods provided employment during the winter for some 500 men on the South Saskatchewan River dam. The dam is the largest of its kind in Canada. Engineers working for the Prairie Farm Rehabilitation Administration co-operated with the contractors in continuing the construction work despite snow storms and freezing temperatures.

With the help of special heating equipment and devices protecting work areas on the site, men and equipment were kept busy through the winter moving and compacting previous fill, making forms, pouring concrete, excavating and reinforcing tunnels with steel and cement, and building roads.

The construction schedule has so far been maintained.

### How Britain Plans to Observe Commonwealth Training Week

Careers, exhibitions and conventions are to be featured in Britain during the Commonwealth Technical Training Week (L.G., March, p. 219), according to the United Kingdom Information Service. The aim is to show young people the opportunities for acquiring technical skills and, at the same time, to make the community aware of its responsibility to school-leavers.

Big firms and technical colleges are throwing their works open to boys and girls and their parents; shops are putting on special window displays; churches, following the lead of St. Paul's Cathedral, are holding special services; parent-teachers' associations, local authorities and trade union organizations are among those who have been called on to help make the week a success.

Along with the more formal methods of spreading information, sporting events and dances are included in an effort to attract attention to the Week's programs.

The Industrial Training Council hopes that all this will help in its efforts to improve the opportunities for training of youngsters entering industry. To demonstrate one possibility to smaller firms, the Ministry of Labour is setting up a centre to give first-year training to 300 boys from firms unable to organize full training schemes individually.

Although about 6 per cent more boys take up apprenticeships than was the case a couple of years ago, it is believed that progress would be made faster if more of the smaller firms, which predominate in Britain, could be persuaded to join together in group schemes of training.

## Labour, Management Officials Join to Fight Unemployment

Senior representatives of national employer organizations and labour unions in Canada met in Ottawa on March 15 to discuss with government the importance of co-operation between labour, management and government at all levels, and to examine the steps that can be taken toward full realization of such co-operation, in the national interest. Invitations to the meeting were issued jointly by Hon. Michael Starr, Minister of Labour, and Hon. George Hees, Minister of Trade and Commerce.

The meeting discussed the economic problems contributing to unemployment in Canada, and the responsibility of government, management and labour to make their full contribution toward the solution of these problems.

The one-day meeting was attended by 30 representatives of industry and the trade unions. H. G. De Young, Chairman of the National Productivity Council, was present as an observer.

The March 15 meeting put on record the following statement:

"Senior representatives of Canadian labour and industry associations and government conferred in Ottawa today. They were united in their belief, and have so recorded, that the national interest demands the fullest co-operation on the part of management, labour and government. They recognized that such unity of purpose can contribute to full employment and maximum economic prosperity."

It was agreed that further meetings would be held with a view to keeping continuously under study the particular national problems that effect trade and employment. A steering committee, representing management, labour and government, was established to prepare the agenda for future meetings.

This 12-man committee, under the joint chairmanship of T. R. McLagan, President of the Canadian Manufacturers' Association, and Claude Jodoin, President of the Canadian Labour Congress, comprised:

G. E. Grundy, President, Canadian Automobile Chamber of Commerce; Dr. E. B. Gillanders, President, Canadian Metal Mining Association; A. G. Sullivan, President, Canadian Construction Association; Russell Bell, Assistant Research Director, Canadian Labour Congress; Jean Paul Geoffroy, Director, Technical Services, Confederation of National Trade Unions; A. R. Gibbons, Vice-President, Brotherhood of Locomotive Firemen and Enginemen; J. A. Roberts, Deputy Minister of Trade and Commerce;

G. V. Haythorne, Deputy Minister of Labour; B. G. Barrow, Assistant Deputy Minister of Trade and Commerce; and G. G. Cushing, Assistant Deputy Minister of Labour.

Hon. George Hees, Minister of Trade and Commerce, and Hon. Michael Starr, Minister of Labour, are *ex officio* members of the committee.

The steering committee is to recommend the basis of organization of a permanent body composed of representatives of industry, labour and government, to be supported financially by all three.

In the United States, a 21-member President's Advisory Committee on Labor-Management Policy was established in mid-February by an executive order of President Kennedy. It held its first meeting last month.

The Committee is composed of the Secretary of Labor, the Secretary of Commerce, and 19 members from the public, labour and management. The Secretary of Labor and the Secretary of Commerce will alternate as chairman for one-year periods, the Secretary of Labor serving during the first year.

In a statement accompanying his executive order, President Kennedy said the purpose of the Committee was "to help our free institutions work better and to encourage sound economic growth and healthy industrial relations.

"The Committee will study, advise me, and make recommendations with respect to policies that may be followed by labour, management, government, or the public which will promote free and responsible collective bargaining, industrial peace, sound wage and price policies, higher standards of living and increased productivity.

"The Committee has been directed to include among the matters to be considered by it: (1) policies designed to ensure that American products are competitive in world markets, and (2) the benefits and problems created by automation and other technological advances."

Labour members of the Committee are: AFL-CIO President George Meany; Walter Reuther, President of the United Auto Workers; David Dubinsky, President of the International Ladies' Garment Workers' Union; George Harrison, President of the Brotherhood of Railway and Steamship Clerks; Thomas Kennedy, President of the United Mine Workers; David J. McDonald, President of the United Steelworkers; and Joseph Keenan, Secretary-Treasurer of the International Brotherhood of Electrical Workers.



## Halt Sale of Insurance Stamps To Employers of Casual Labour

The Unemployment Insurance Commission has announced that, effective March 27, post offices would no longer be authorized to sell unemployment insurance stamps to persons hiring tradesmen and others for work that is not strictly for the employer's usual trade or business.

The decision is based on a recent ruling by the Umpire under the Unemployment Insurance Act, Hon. Mr. Justice J. D. Kearney, that casual employment not connected with the hirer's usual trade or business is not insurable (see page 388).

### No Change in Regulations

The ruling was made under the provision of the Unemployment Insurance Act which defines as non-insurable "employment of a casual nature otherwise than for the purpose of the employer's trade or business." There has been no change in the Act or Regulations.

As a result of this decision, persons wishing to purchase unemployment insurance stamps from a post office must first apply to the nearest local office of the Unemployment Insurance Commission for a licence to purchase stamps. In order to obtain a licence, an employer must satisfy the Commission that he is in trade or business and will purchase stamps only on behalf of employees engaged in that trade under a contract of service. Post offices will sell stamps only to applicants who are able to produce such licences issued by the Commission.

Details of the new decision have been communicated to all local offices of the Commission, and employers may obtain further information from these offices.

The Commission pointed out to employers engaged in trade or business that the employment of their help is insurable only if work is done under a contract of service.

## Cannot Compare Situation Now To Thirties, Minister Says

Comparing the present economic situation to the thirties is "a sort of psychosomatic flashback" because there is, really, no comparison between the two periods, Hon. Michael Starr, Minister of Labour, said in an address to the Junior Chamber of Commerce District Conference in Oshawa, Ont., last month.

In the thirties, the economy "simply stopped" because "too much air was blown into the balloon and the balloon burst," he said. "There were no built-in safeguards as we have today and such as no doubt

have been effective in staving off the sort of economic collapse which was evident in 1929 and 1930.

"Today, the economy is buoyant and growing, but it is not growing fast enough," Mr. Starr continued.

It can, however, be made to grow faster, first by increased private expenditures, and second, by increased public expenditures, the Minister said.

One way of increasing demand for goods and services in the public sector, he said, is by providing more educational facilities, to bring them to the standard required by present conditions. Education belongs under the jurisdiction of the provinces, and present plans aiming at doubling the existing vocational and technical training facilities in Canada are being made in co-operation with the provinces.

Other federal commitments in the public sector that will help take up the slack until the private sector "gets rolling at top capacity" have been in the field of housing, sewage disposal, municipal incentive programs, rural rehabilitation, and urban renewal.

Contrary to the opinion that the current trouble is caused by a "falling demand," Mr. Starr repeated his belief that demand had not really dropped but had been diverted from demand for Canadian-made goods to demand for goods made in other countries. "That is why manufacturing employment has not gone up," he said.

## Issue New Edition of Monograph On Printing Trade Occupations

A new edition in the Canadian Occupations series, *Printing Trades*, has been released.

The monograph is No. 9 in the series and the 48-page booklet deals with the main occupations in type setting, plate making, lithography, press work and bookbinding. It covers the field under the headings "History and Importance", "Printing Methods and Processes", "Nature of the Work", "Personal Qualities Needed", "Preparation and Training", "Working Conditions", "Distribution of Workers" and "Trends".

The Canadian Occupations series covers a wide range of occupations, including many professions. It is prepared by the Economics and Research Branch to meet a demand for current information on Canadian occupations.

All publications in the series are available from the Queen's Printer, Ottawa. *Printing Trades* is priced at 20 cents per copy.

## Roger Mathieu Quits CNTU Presidency, Jean Marchand Succeeds

Jean Marchand, Secretary-General of the Confederation of National Trade Unions (formerly Canadian and Catholic Confederation of Labour) for 14 years, on March 4 was elected by the organization's directors to succeed Roger Mathieu as President.

Mr. Mathieu, who became President in 1958, resigned at the beginning of March "because the tasks to be accomplished in the immediate future require the presence

of someone having another preparation than my own."

A week later, Mr. Mathieu was named to the Quebec Workmen's Compensation Commission.

To succeed Mr. Marchand as Secretary-General, the CNTU directors named Marcel Pepin, Secretary of the National Metal Trades Federation.

### Roger Mathieu

Roger Mathieu, born July 8, 1921, was educated at Quebec. At the age of 15 he was elected Quebec President and National Secretary of the Jeunesse Ouvrière Catholique (Young Catholic Workers) and in 1941, National President.

As a delegate for the J.O.C., Mr. Mathieu travelled in Europe during 1945 and visited the United States and Mexico in 1946. From 1944 to 1946 he was employed at automobile plants in Windsor, Ont.

Mr. Mathieu joined the staff of the newspaper *La Presse* as its labour reporter when he returned to Montreal in 1946; six years later he became the newspaper's assistant news editor.

Member of the Montreal Journalists' Syndicate since 1946, Mr. Mathieu served as its president from 1951 to 1958. In 1955 he was elected President of the Montreal Central Council of the National Syndicates, a post he held for one year. The same body elected him also a councillor on the Montreal Municipal Council.

In 1955 also he was elected Second Vice-President of the CCCL, which he remained until he assumed the office of President in 1958. His third term was not due to expire until the conclusion of the CNTU's annual convention in September.



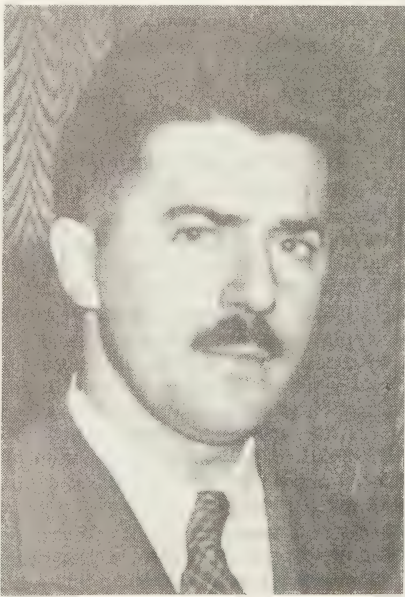
### Jean Marchand

Jean Marchand was born in Champlain, Que., on December 20, 1918. He studied in Quebec at St. Jean Baptiste Academy and at the Quebec Commercial Academy, and is a graduate of Laval University.

Mr. Marchand's active association with the labour movement began in 1942 when he became organizer for the National Federation of the Pulp and Paper Workers. In 1943 he was elected Secretary of the union and a year later he became organizer for the CCCL; in this position he devoted himself to reorganizing asbestos mines workers. In 1945 he assumed the post of technical adviser to the CCCL for the Montreal region.

In 1947 he was elected Secretary-General of the CCCL, a position he held until his election last month as President. During his term as Secretary-General he was a delegate to the International Federation of Christian Trade Unions and was an adviser to the Canadian Worker Delegate at the 1955 International Labour Conference.

Mr. Marchand is a member of the Permanent Commission of the Quebec Superior Labour Council, and of the provincial Economic Orientation Council. He was formerly a member of the Unemployment Insurance Advisory Committee.





## Says Prosperity Will Not Cure Local Pockets of Unemployment

General prosperity will not cure serious local "pockets" of unemployment, and it is not likely to stop a persistent upward creep of unemployment during the next decade, said William Haber, University of Michigan economist, in a keynote address to the 24th annual Interstate Conference of Employment Security Agencies, at Las Vegas, Nev.

Referring to conditions in the United States, he said, "An unemployment insurance system like ours, with national reserves of \$6,000,000,000 to \$7,000,000,000, cannot resist the pressures of large-scale unemployment of men and women who have exhausted their benefit rights."

He advocated a flexible benefit period related to the wage earner's experience over the preceding two or three years, or the establishment of a supplementary plan designed especially for those whose benefit claims are exhausted.

As technological change continues to develop—and as it must do so if production costs are to be kept down—thousands of workers are bound to be displaced, Mr. Haber said. He thought that unemployment benefits should be continued, while they are being retrained, for displaced workers who are not likely to return to their former jobs.

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## Coyne Says No Price Too Great To Effect Cut in Unemployment

"It seems to me only common sense, when considering the economic, social and personal problems of unemployment, that no price is too great for the community as a whole to pay in order to achieve full production and reduce unemployment to the lowest possible level," stated James E. Coyne, Governor of the Bank of Canada, in his annual report for 1960, released last month.

He added that it should be unnecessary to explain that he was speaking of an economic price.

"There is no financial obstacle to the carrying-out in a non-inflationary way of any program which is physically possible, if the community is willing to make the appropriate arrangements and put into effect whatever changes in the use of physical resources and changes in the distribution of real incomes may be involved in such programs," he continued.

Mr. Coyne rejected the use of inflationary methods for producing full employment. "Inflation itself is one method of inducing

changes and adjustments in the use of physical resources and in the distribution of real incomes—but there must be more equitable and efficient ways, better ways of sharing the real costs and ultimate benefits of full employment policy and other constructive economic and social policies," he said.

In a reference to the large volume of foreign investment in Canada during the period 1949 to 1960, Mr. Coyne questioned the view that economic growth would have been slower and the standard of living lower without this investment.

"The nature of our development might have been somewhat different, but I believe a higher average rate of employment could have been maintained, and more growth of total employment and of production of goods and services in Canada could have been achieved with much less reliance on a net increase of foreign investment in Canada if Canadian policies had aimed at such a target in the past, and could be achieved by Canada in the future if Canadian policies are in future aimed at such a target," he said.

"In particular, investment in human capital can at times do more for growth of output than investment in physical capital," Mr. Coyne argued, contending that money spent on higher education, technological development and training, scientific research, and so on, might produce more rapid economic expansion "than can be achieved merely by straining for more and more physical investment whether provided by foreign investors or otherwise."

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## New Labour Attaché Appointed To U.S. Embassy at Ottawa

A new labour attaché was appointed last month to the United States Embassy at Ottawa. Louis A. Weisner, a member of the U.S. Foreign Service since 1944, succeeds John A. Ballew, who has retired for reasons of health.

Mr. Weisner, who comes to Ottawa from the State Department in Washington, was Labour Attaché in the office of the Political Adviser to the U.S. Military Governor in Berlin, Germany, from 1945 to 1949.

The new Labour Attaché has been a student of the labour movement and labour conditions throughout his career, and, except for a period of service at Ankara, Turkey, almost all his work has been connected with labour. He is a graduate of Michigan State College, and has done postgraduate work at Harvard.



## Suggested Canadian Labour Code Published by Gérard Picard

A proposed Canadian Labour Code has been published by Gérard Picard, O.B.E., President of the Canadian Federation of the Printing Industry and Information (CNTU).

Mr. Picard was General President of the Canadian and Catholic Confederation of Labour (now the Confederation of National Trade Unions) from 1946 to 1958. He is a member of the Canada Labour Relations Board. A few years ago, he published a Labour Code for the Province of Quebec which was accepted by the CNTU as expressing its labour legislation demands.

The author expresses the wish that his draft Code will help to throw additional light in the debate on and offer solutions to a number of unsettled labour relations problems.

Some of the suggestions made in Mr. Picard's Code are:

—The extension of the term "employee" to all persons, including federal civil servants, foremen, and salaried professionals, but exclusion from a bargaining unit of those who have the power to hire or dismiss workers.

—The granting to civil servants of the right to collective bargaining on the same basis as enjoyed by other workers.

—Listing of all the subjects that a collective agreement may cover.

—The right of recourse to strike or lockout, without further ado, after two months of direct bargaining.

—The recourse to conciliation on a purely optional basis.

—A second ballot in representation votes when there are several unions involved and no one has an absolute majority.

The proposed Canadian Labour Code, which is published in both French and English in a single 101-page volume, sells at \$1.

## Average Family Spends \$4,830, 1957 Sample Survey Shows

Canadian families reporting in a single survey by the Dominion Bureau of Statistics spent an average of \$4,830 in 1957.

The survey, of 1,088 sample families in the metropolitan areas of nine Canadian cities, is the third in a series of small sample surveys of urban family expenditure that were begun in 1953 and have been conducted since at two-year intervals.

Families selected were of specified types within the range of two to six persons, with family incomes from \$2,500 to \$7,000. The cities sampled were: St. John's, Halifax, Three Rivers, Montreal, Toronto, Kitchener-Waterloo, Winnipeg, Edmonton and Vancouver.

The survey families allocated 24 per cent of their annual expenditure to food; 17 per cent to housing, fuel, light and water; 6 per cent to home furnishings and equipment; 9 per cent to clothing; 9 per cent to car purchases and operation; and a substantial 21 per cent to categories such as medical and personal care, recreation, reading, smoking and alcohol.

Of the average expenditure of \$4,830, current consumption accounted for 86.6 per cent, the remaining 13.4 per cent was devoted to gifts and contributions, personal taxes and security.

## HOUSE OF COMMONS DEBATES A Guide to Items of Labour Interest in Hansard

(page numbers refer to Hansard)

**February 23**—*Resolution* seeking Parliament's ratification of Canada's membership in the Organization for Economic Co-operation and Development is moved by the Prime Minister (p. 2337).

*Charge* that NES officials had intimidated unemployed persons in Guelph, made in a press release by an official of the United Steelworkers, is denied by the Minister of Labour, explaining that persons who had sent printed cards to an M.P. asking where they could find employment were called into the NES office and interviewed with a view to finding employment; but they were not reprimanded for sending the cards (p. 2340).

**February 24**—*Statistics on farm income* showing that average income in the past three years exceeded by \$350 million the average for the four preceding years are given by the Minister of Agriculture when introducing his department's estimates (p. 2405).

*Appeal to railway labour and management* made at the conclusion of the statement. The consequences to the western farmer would be "nothing short of catastrophic" if there were a major rail strike at a critical time during the movement of grain to tidewater, he says (p. 2407).

**February 27**—*No investigation* into relations between the SIU and the British National Union of Seamen in connection

with last year's dispute regarding crews of British ships in Canadian ports has been made by his department, nor has an investigation been asked for, the Minister of Labour says in reply to a question (p. 2448).

**February 28**—*Motion to ratify* Canadian membership in the Organization for Economic Co-operation and Development (OECD) unanimously agreed to (p. 2491).

**March 1**—*No radio and television technicians* are registered as unplaced applicants with the National Employment Service, the Parliamentary Secretary to the Minister of Labour tells a questioner (p. 2534).

*Number of persons assisted* under the federal-provincial unemployment assistance agreement in July 1960, the latest month for which complete figures are available, was 334,746, the Minister of National Health and Welfare says in reply to a question (p. 2534).

*Number of regular unemployment benefit periods exhausted* in 1959, the latest year for which figures are available, was 306,000, the Parliamentary Secretary to the Minister of Labour says in reply to a question (p. 2535).

*Application of the double depreciation program* will be dealt with by the Department of Labour, the Prime Minister tells a questioner (p. 2540).

*Requests for NHA loans* during the first eight weeks of 1961 reached the highest level in the history of Canada, except for a corresponding period of eight weeks in 1958, the total being 7,381, compared with 650 in the same period of 1960, the Minister of Public Works says in reply to a question (p. 2541).

*No large-scale layoff of CNR employees* is contemplated, the Minister of Transport says in reply to a question, and the management of the company is scrupulously observing the provisions of the Maintenance of Railway Operation Act (p. 2543).

*Placing of farm labourers* under the Unemployment Insurance Act has so many complications and difficulties that the committee inquiring into the possibility of bringing this about has not been able to report as yet, the Minister of Labour replies to a questioner (p. 2544).

*Resolution to amend Bill C-67*, to amend the Pension Act to provide for its coming into force on March 1, 1961 and for certain benefits to dependent parents and to persons deemed to be widows, agreed to (p. 2544). The House debates the Bill in committee of the whole, and Bill C-67, as amended, is read the third time and passed (p. 2551).

**March 2**—*Conditions under which labour market areas* may qualify for double depreciation under the program announced in the

supplementary budget of December 20, 1960 are announced by the Minister of Labour (p. 2569).

Areas in which the labour force is 10,000 or more must have been classified by the Department of Labour as a surplus labour market area for 75 per cent or more of the 48 summer months, May to October, 1953-60; and, secondly, industrial employment must have declined during the period 1953-60.

Areas with a labour force of less than 10,000 must have been classified by the Department as a surplus labour market area for 50 per cent or more of the same 48 summer months, and, secondly, industrial employment must have generally deteriorated over the years, the Minister explains.

**Bill C-71**, respecting the Civil Service of Canada, introduced by the Minister of Finance and given first reading (p. 2573).

*Of the CBC employees displaced* owing to discontinuance of the short wave service on March 31, several have been transferred to other posts in the national service, and the Corporation will try to place as many as possible, if not all, of the others in the public service, the Minister of National Revenue replies to a question (p. 2577).

**Bill C-73**, to amend the Income Tax Act, read the first time (p. 2616).

**March 3**—*Criteria for designating areas* eligible for double depreciation are subject of emergency debate (p. 2635).

*Second reading of Bill C-14*, to amend the Industrial Relations and Disputes Investigation Act to make the Act applicable to employees in the public service, moved by Frank Howard (Skeena) (p. 2658). After debate, the House adjourns without question put (p. 2665).

**March 7**—*Second reading of Bill C-71*, to amend, revise and consolidate the Civil Service Act, moved by the Minister of Finance (p. 2759). After debate, the House adjourns without question put (p. 2762).

**March 8**—*Regulations* providing for special capital cost allowance (accelerated depreciation) on most types of assets acquired after December 31, 1960, if used in making a product not previously made in Canada, or made in a surplus manpower area, have been printed and are available, the Minister of Trade and Commerce announces (p. 2769).

*Statistics on the numbers of retired employees of the CNR* who are receiving pensions are furnished by the Minister of Transport in reply to a question (p. 2775).

*Additional facts about the unemployed Hamilton man* who was featured the previous night in a television program on unemployment are supplied by the Minister



of Labour in answer to a question. "I am very sorry that the program did not reveal these facts also," he says (p. 2783).

*Heavy repairs to passenger equipment at Moncton* will be gradually discontinued, the Minister of Transport informs a questioner. The men engaged in the work are being transferred to freight car and other work, and the matter is being discussed with employee representatives, he says (p. 2786).

*Debate on motion for second reading of Bill C-71*, respecting the Civil Service of Canada, resumes (p. 2793). After discussion, the House adjourns without question put (p. 2803).

**March 9—Private and Public Investment in Canada—Outlook 1961**, a report summarizing the results of a recent survey of capital spending intentions, is tabled by the Minister of Trade and Commerce, who states that capital expenditure plans for all sectors of the company, as outlined in the report, involve total outlays in 1961 of \$8,336,000,000, exceeding the previous year's total by more than \$100,000,000 (p. 2806).

*Sending of a fact finding delegation to Cuba* by the British Columbia Federation of Labour is not objected to by the Government, Acting Prime Minister Howard Green says in reply to a question (p. 2808).

*Administration of the unemployment insurance fund* has been generally tightened up, the Minister of Labour informs a questioner (p. 2809). Regulations regarding casual employment and contract of service provisions are being strictly enforced, and the addition to the staff of 40 enforcement officers has made it possible to extend spot checking operations. As a result of these measures, the incidence of fraud has been reduced, the Minister states.

*If unemployed Hamilton man* undertook "of his own volition to disclose his personal affairs . . . on a national television broadcast and in so doing created a completely false impression," it was quite proper for the NES office in that city to supply facts to the Minister, Hon. Michael Starr says when questioned (p. 2810).

*Main estimates of the Department of Labour*, totalling \$136,497,933, presented by the Minister of Labour to the House in committee of supply (p. 2811). Of this sum, the Department is asking for \$33,879,953 and the Unemployment Insurance Commission for \$102,617,980. Of the \$33,879,953 for the Department of Labour, \$26,600,000 is required to carry out the purposes of the Technical and Vocational Training Assistance Act, the Minister explains. The sum required for the UIC

includes the Government's contribution to the Unemployment Insurance Fund of \$57,000,000, he says.

*A tribute to the retired Deputy Minister of Labour*, Arthur H. Brown, and good wishes to his successor, George V. Haythorne, are expressed by the Leader of the Opposition (p. 2818).

**March 10—Debate on motion for second reading of Bill C-71**, respecting the Civil Service of Canada, resumes (p. 2860). Motion agreed to and Bill read the second time (p. 2881).

*Motion for appointment of special committee to consider Bill C-71* is agreed to after amendment (p. 2882).

*Debate on Department of Labour estimates* resumes (p. 2882).

**March 13—Bill C-75**, to amend the Unemployment Insurance Act, to define the words "employer" and "employee" and, through the use of more general terms, to place the service contract and the rental of work in the category of insurable employment, introduced by a private member and read the first time (p. 2903).

*Motion to adjourn the House* in order to discuss a "matter of urgent public importance," the displacement of 160 employees of the CNR in Montreal through the substitution of contract labour, introduced by Lionel Chevrier (Laurier) (p. 2907).

*Letter from unemployed Hamilton man* who appeared on television program on unemployment, with affidavit attached, will be tabled, the Minister of Labour agrees (p. 2912).

**March 14—Efforts are being made to find employment** for about 120 members of the cleaning and maintenance staff of two old office buildings that are being vacated by the CNR in Montreal, the Minister of Transport tells a questioner (p. 2957).

*Motion to refer Bill C-71*, respecting the Civil Service of Canada, to the special committee established to consider the bill is agreed to (p. 2958).

*Resolution preceding introduction of a measure to authorize the Minister of Labour to enter into agreements with the provinces to provide for the sharing of costs of carrying out programs of vocational rehabilitation for disabled persons*, the establishment of a national advisory council on the rehabilitation of disabled persons, and other matters connected with rehabilitation, is moved by the Minister of Labour and agreed to (p. 2988). After an explanatory statement by the Minister and discussion, the House adjourns without question put (p. 2993).



**March 15**—*Balance in the Unemployment Insurance Fund* on February 28, 1961, based on cost price of securities was \$240,-627,927; based on par value, \$253,029,500; and based on market value, \$210,556,168.75, the Minister of Finance says in reply to a question (p. 3006).

*Second reading of Bill C-73*, to amend the Income Tax Act, moved by the Minister of Finance (p. 3018). After debate the House adjourns without question put (p. 3027).

**March 16**—*A statement that legislation on portable pensions will be introduced in the near future*, made by the Director of the Legislation Branch of the Department of Labour, "had no reference to federal legislation at this time, but dealt only with the possibility of provincial legislation in this field," the Minister of Labour tells a questioner (p. 3033).

*Debate on second reading of Bill C-73*, to amend the Income Tax Act, is resumed (p. 3036). After considerable further discussion, the Bill is read the second time and the House goes into committee (p. 3046). After discussion in committee, the Bill is reported and third reading is deferred (p. 3061).

**March 17**—*Bill C-73*, to amend the Income Tax Act, read the third time and passed (p. 3090).

**March 20**—*First volume of the findings of the Royal Commission on transportation will be available early in April*, the Prime Minister says he has been informed (p. 3126).

*Motion of non-confidence* condemning the provision for double depreciation announced last December as ineffective in dealing with the problems of depressed areas is moved by the Leader of the Opposition (p. 3138). An amendment by Walter Pitman (Peterborough) is not accepted by the Speaker (p. 3140). After long debate the House adjourns without question put (p. 3167).

**March 21**—*Debate resumes on non-confidence motion* by the Leader of the Opposition (p. 3176). After further lengthy debate, the amendment is defeated 161 to 49 (p. 3202).

*Grievance* is raised, during debate on motion for supply, about the application of Unemployment Insurance Regulations that imposes disqualification from receipt of benefits because of the absence of a contract of employment (p. 3212).

**March 22**—*Of 41 employees laid off at the ordnance depot in Montreal since August 10, 1960, eight have since been rehired*, the Associate Minister of National Defence says in reply to a question (p. 3219).

*Wage rate paid to temporary carpenters at Camp Borden* is \$2.40 an hour. The rate set for such a classification by the most recent survey conducted by the Department of Labour is \$2.50 effective April 1, 1960 and \$2.55 effective July 1, 1960, and these new rates will be applied as soon as Treasury Board authority is received, the Associate Minister of National Defence replies to a question (p. 3221).

*Value of orders placed with 16 shipyards during the past five months* is \$36,279,399 for 21 ships, the Minister of Transport informs a questioner (p. 3223).

*The unemployment problem* has to be attacked by an expansion in the money supply, by an increase in purchasing power, and by calling on the people of this nation to invest their own money in the productive resources of our own country, says Hazen Argue (Assiniboia) during debate on a motion for interim supply. "This policy should be followed by one of price regulations when necessary in order to prevent an increase in the general price level." (p. 3237)

*The Government should bring together various members of the textile industry and assist them in the formation of a textile co-ordinating council*, suggests Hon. Lionel Chevrier (Laurier) in the same debate (p. 3240).

*The Minister of Finance* should say whether it is possible to develop policies that will provide full employment, as has been asserted by the Governor of the Bank of Canada, says Hon. Paul Martin (Essex East) in the same debate (p. 3245).

**March 23**—*Extension of the period for the Municipal Winter Works Incentive Program* of May 31 has been decided on by the Government, the Minister of Labour announces (p. 3251). By March 21 this program had provided direct, on-site employment for more than 105,000 men, according to figures supplied by the municipalities, and off-site employment is estimated to have been provided for an equal number, the Minister says.

*Winter works program in national parks* will be extended from March 31 to May 31, the Government has decided, the Minister of Northern Affairs and National Resources announces (p. 3251).

*The estimate of 105,000 jobs on-site and 105,000 jobs off-site* represents 4,636,972 man days of work, the Minister of Labour replies to a question (p. 3252).

*Housing starts in 1961 up to the end of February in municipalities of 5,000 population or more* numbered 7,861, of which 3,967 took place during February, which is an increase of 86.2 per cent over

the figure for February 1960, the Minister of Public Works says in reply to a question (p. 3254). Requests for NHA loans up to March 17 have increased to 9,937, in comparison with the figure of 1,473 a year ago, he adds.

**March 27**—*The Hong Kong authorities* are not willing at this time to introduce a system of voluntary restraints on their exports to Canada, the Minister of Finance says in a report of a visit of a team of officials to Hong Kong to discuss trade relations between that colony and Canada, with particular reference to certain textile products (p. 3352). It will now be for the Canadian Government to consider what steps need to be taken in the matter, bearing in mind the need for avoiding disruption of the Canadian market and the system of voluntary restraints on exports to Canada maintained by Japan, the Minister says.

*Wage rate paid to carpenters* constructing the RCAF radar base at Moosonee is \$1.85 an hour, which is the rate set out in the labour conditions that form part of the construction contract, the Minister of Defence Production says in reply to a question (p. 3397). The men are charged \$3 a day for room and board, he says.

**March 28**—*Motion for adjournment to discuss* a matter of urgent public importance, "the need for the Government to remove the present state of confusion in the uranium industry by making an immediate statement of policy," is not accepted by the Speaker (p. 3403). The mover was Hazen Argue (Assiniboia).

*Undertaking to purchase* 12,000 tons of uranium from the Eldorado Mining and Refining Company between March 31, 1963 and December 31, 1966, contained in letters of intent but not a formal contract, will be honoured by the British authorities, the Minister of Trade and Commerce says he has every hope (p. 3404).

*No application for assistance* has been made to the Minister of National Revenue by Grand'Mere Knitting Mills and Grand'Mere Handicraft, and the Minister has not asked for special measures to be taken in their favour, as any steps taken are intended for the textile industry in general, the Parliamentary Secretary to the Minister says in reply to a question (p. 3408). The mills were previously reported to have closed down, throwing 300 persons out of work.

*Debate resumes* on Department of Labour estimates (p. 3415).

*Provision for an amount of \$65,000* to supplement the main estimates for the Special Services Branch of the Department of Labour is designed to provide the sums that have been spent on the winter work

publicity campaign, and it has nothing to do with the Municipal Winter Works Incentive Program, the Minister of Finance says in reply to a question (p. 3417).

*Estimate covering winter work* publicity program agreed to (p. 3422), payments to provinces under Technical and Vocational Training Assistance Act (p. 3423), and Unemployment Insurance Commission (p. 3436).

**March 29**—*No vacancies* for table glove cutters are listed by local employers at the Prescott office of the National Employment Service, but 13 persons are registered for employment in this trade with the Montreal office and are receiving unemployment insurance benefit, the Parliamentary Secretary to the Minister of Labour says in reply to a question. The NES clearance system brings to the attention of suitable workers registered at other offices job opportunities that cannot be filled from the local labour supply at Prescott, he adds (p. 3453).

*Neither the engineering* nor the economic survey of the proposed Chignecto canal has been completed, the Minister of Public Works tells a questioner (p. 3453).

*Many thousands will be employed* in the 1961 Census, the Parliamentary Secretary to the Minister of Trade and Commerce says in reply to a question on the recruitment of census workers (p. 3455).

*The numbers of claimants* for unemployment insurance benefit at January 31 in the years 1959, 1960 and 1961 were, respectively: 785,071; 782,542; and 846,940, the Parliamentary Secretary to the Minister of Labour tells a questioner (p. 3456).

*Motion to adjourn* to discuss the decision of the Board of Transport Commissioners to allow an increase in freight rates on grain moving from Georgian Bay to eastern ports is refused by the Speaker (p. 3457).

*Canadian Pacific Air Lines* does its engine and airframe overhauls in its own plant and does not carry out 85 per cent of its overhauls outside Canada, as was recently reported in a newspaper, the Minister of Transport tells a questioner (p. 3461).

*Statistics on the number of persons* registered for employment at 12 local offices of the National Employment Service on March 16, 1961 are given by the Minister of Labour in reply to a question (p. 3476).

*National figures on registrations* for employment are published, when compiled, in the LABOUR GAZETTE, broken down into several occupational categories, the Minister of Labour says in reply to a question (p. 3477).

The House adjourns until April 10.



# Industrial and Geographic Distribution of Union Membership in Canada, 1960

Survey of individual union locals provides breakdown of union membership in Canada—almost million and half—by industry, province, labour market area

Labour unions in Canada had approximately 1,459,000 members at the beginning of 1960, according to survey returns received by the Economics and Research Branch of the Department of Labour directly from national and international union headquarters, central labour congresses and independent local organizations.

The data obtained from the survey were published in the 1960 edition of *Labour Organizations in Canada*, a handbook that contains statistical tables on union membership and a comprehensive directory of labour organizations with names of their principal officers and publications, and the distribution of their locals. The statistical data contained in the handbook are Canada-wide totals broken down by congress affiliation and type and size of union.

The tables on following pages supplement that information by showing the distribution of union membership in Canada by industry, province and labour market area. The tables are based on a separate survey directed at the beginning of the year to individual union locals across the country. In this survey, each union local was requested to report the total number of its members, and the industry and location in which all or most of them were employed. Some locals, accounting for about 7 per cent of the membership total, indicated that their members were dispersed throughout several locations in different areas or provinces, and these locals are classified separately in the accompanying tables.

The first of the four tables shows the distribution of union membership by industry on the basis of the DBS Standard Industrial Classification (1948). The data in this table are shown for the most part on the "major group" level. In instances where more detail could usefully be provided, care was taken to adhere to combinations of recognized industrial sub-groups. For the railway industry, which is not further subdivided in the standard classification system, subtotals are provided to show the division of membership between the operating and non-operating sectors.

Included as a supplement to the first table, Table 2 shows in alphabetical order the names of international, national and regional unions or independent local organizations that account for more than one-

tenth of the union membership within the industry groups. The table thus does not necessarily show all organizations active within any particular industry group, but only those having more than 10 per cent of the organized workers in the group.

In Table 3 union membership in Canada is broken down by province, and Table 4 shows its distribution by labour market area. The boundaries of the labour market areas dealt with in Table 4 are broader than those of the centres for which the areas are named. In general, a labour market area corresponds to the area served by a local office of the National Employment Service. In some cases labour market areas consist of two or more NES local office areas. These composite areas are identified by an asterisk and the local office areas they comprise are listed in the Appendix to Table 4.

The 1960 membership total of approximately 1,459,000 was about the same as the total recorded a year earlier. The 1960 figure, however, no longer includes some 16,000 members of the National Unemployment Insurance Commission Association, the Civil Service Association of Alberta and the Newfoundland Government Employees' Association, which passed from the scope of the survey after their withdrawal from the Canadian Labour Congress. The 1960 survey, on the other hand, included for the first time the newly formed Newfoundland Brotherhood of Woods Workers, an independent organization claiming close to 14,000 members.

At the beginning of 1960 nearly 7,000 union locals were active in Canada, and although the survey met with a generally excellent response, not all of the locals supplied the required data. The number of locals from which no information was on hand appears in Tables 1 and 3. The corresponding entry for these locals in the membership column in Tables 1 and 3 represents the difference between the Canada-wide membership total based on the survey of union headquarters mentioned earlier and the membership reported by the responding locals.

The information for this article was obtained by the Collective Bargaining Section of the Economics and Research Branch from local union secretaries, whose co-operation is gratefully acknowledged.



The uneven quality of the basic source data and the practical difficulties inherent in the processing of the returns necessarily reduce the accuracy of the results. The

statistics presented here, therefore, indicate only in a broad and approximate way the industrial and geographic distribution of organized labour in Canada.

**TABLE 1—UNION MEMBERSHIP BY INDUSTRY, 1960**

Industry	Locals	Membership
<b>Logging*</b> .....	<b>20</b>	<b>58,100</b>
<b>Fishing</b> .....	<b>11</b>	<b>5,300</b>
<b>Mining</b> .....	<b>183</b>	<b>57,800</b>
Metal.....	99	37,600
Fuels.....	47	12,500
Non-metal.....	23	7,000
Quarrying.....	14	700
<b>Manufacturing</b> .....	<b>2,083</b>	<b>561,400</b>
Food.....	215	46,200
Beverages.....	60	9,500
Tobacco products.....	9	5,600
Rubber products.....	27	13,000
Leather products.....	55	9,700
Textile products.....	105	28,000
Clothing.....	113	44,000
Wood products.....	127	28,700
Paper products.....	275	61,700
Printing and publishing.....	175	30,700
Iron and steel products.....	382	94,000
Transportation equipment.....	146	80,600
Non-ferrous metal products.....	71	29,300
Electrical apparatus and supplies.....	95	41,000
Non-metallic mineral products.....	96	14,800
Products of petroleum and coal.....	19	4,700
Chemical products.....	80	15,200
Miscellaneous industries.....	30	4,700
<b>Construction</b> .....	<b>510</b>	<b>156,300</b>
<b>Transportation, storage, communication</b> .....	<b>1,490</b>	<b>296,400</b>
Air transport and airports.....	56	7,000
Railways.....	1,104	159,600
Running trades.....	530	55,300
Non-operating unions.....	772	124,300
Buses and street cars.....	52	18,000
Water transport and incidental services.....	70	37,100
Other transport.....	37	23,700
Storage.....	15	4,800
Communication.....	156	46,200
<b>Public utilities</b> .....	<b>118</b>	<b>32,900</b>
<b>Trade</b> .....	<b>151</b>	<b>42,000</b>
<b>Finance, insurance, real estate</b> .....	<b>4</b>	<b>200</b>
<b>Service</b> .....	<b>1,390</b>	<b>180,800</b>
Community or public service.....	164	36,900
Government service.....	1,011	98,800
Recreation service.....	75	18,100
Business service.....	21	2,100
Personal service.....	116	24,900
<b>Industry not reported</b> .....	<b>41</b>	<b>12,500</b>
<b>No return</b> .....	<b>774</b>	<b>55,500</b>
<b>Totals</b> .....	<b>6,805</b>	<b>1,459,200</b>

\*Includes some sawmilling.

**TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1960**

Industry Group	Unions Comprising More Than 10 Per Cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
<b>Logging</b>	Carpenters (AFL-CIO/CLC) Newfoundland Brotherhood of Woods Workers (Ind.) Woodworkers (AFL-CIO/CLC)
<b>Fishing</b>	Native Brotherhood of B.C. (Ind.) United Fishermen (Ind.)
<b>Mining</b>	
Metal	Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Fuels	Mine Workers (Ind.)
Non-metal	Mining Employees' Federation (CNTU) Steelworkers (AFL-CIO/CLC)
Quarrying	Cement Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
<b>Manufacturing</b>	
Food	Bakery Workers (CLC) Packinghouse Workers (AFL-CIO/CLC)
Beverages	Association des Employes de Molson (Ind.) Brewery Workers (AFL-CIO/CLC) CLC-chartered locals Distillery Workers (AFL-CIO/CLC)
Tobacco products	Tobacco Workers (AFL-CIO/CLC)
Rubber products	CLC-chartered locals Rubber Workers (AFL-CIO/CLC)
Leather products	Leather and Plastic Workers (AFL-CIO/CLC) Leather and Shoe Workers' Federation (CNTU) Packinghouse Workers (AFL-CIO/CLC)
Textile products	Textile Federation (CNTU) Textile Workers' Union (AFL-CIO/CLC) United Textile Workers (AFL-CIO/CLC)
Clothing	Amalgamated Clothing Workers (AFL-CIO/CLC) Ladies Garment Workers (AFL-CIO/CLC)
Wood products	Carpenters (AFL-CIO/CLC) Upholsterers (AFL-CIO/CLC) Woodworkers (AFL-CIO/CLC)
Paper products	Papermakers (AFL-CIO/CLC) Pulp and Paper Mill Workers (AFL-CIO/CLC) Pulp and Paper Workers' Federation (CNTU)
Printing and publishing	Bookbinders (AFL-CIO/CLC) Newspaper Guild (AFL-CIO/CLC) Printing Pressmen (AFL-CIO/CLC) Typographical Union (AFL-CIO/CLC)
Iron and steel products	Auto Workers (AFL-CIO/CLC) Steelworkers (AFL-CIO/CLC)
Transportation equipment	Auto Workers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC)
Non-ferrous metal products	Metal Trades' Federation (CNTU) Mine, Mill and Smelter Workers (Ind.) Steelworkers (AFL-CIO/CLC)
Electrical apparatus and supplies	I.U.E. (AFL-CIO/CLC) Northern Electric Employees (Ind.) U.E. (Ind.)
Non-metallic mineral products	Cement Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) Glass and Ceramic Workers (AFL-CIO/CLC)
Products of petroleum and coal	Oil Workers (AFL-CIO/CLC)

**TABLE 2—UNION REPRESENTATION WITHIN INDUSTRY GROUPS, 1960 (Cont'd)**

Industry Group	Unions Comprising More Than 10 Per cent of the Total Reported Membership in Industry Group (in Alphabetical Order)
Chemical products .....	Chemical Workers (AFL-CIO/CLC) CNTU-chartered locals Mine Workers (Ind.) Oil Workers (AFL-CIO/CLC)
Miscellaneous industries .....	Auto Workers (AFL-CIO/CLC) Chemical Workers (AFL-CIO/CLC) I.U.E. (AFL-CIO/CLC)
<b>Construction</b> .....	Carpenters (AFL-CIO/CLC) Labourers (AFL-CIO/CLC) Plumbers (AFL-CIO/CLC)
<b>Transportation, storage, communication</b>	
Air transport and airports .....	Air Line Pilots (Ind.) Machinists (AFL-CIO/CLC) TCA Sales Employees (Ind.)
Railways	
<i>Running trades</i> .....	Locomotive Engineers (Ind.) Locomotive Firemen and Enginemen (AFL- CIO/CLC) Trainmen (AFL-CIO/CLC)
<i>Non-operating unions</i> .....	Maintenance of Way (AFL-CIO/CLC) Railway Carmen (AFL-CIO/CLC) Railway Clerks (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)
Buses and streetcars .....	Railway, Transport and General Workers (CLC) Street Railway Employees (AFL-CIO/CLC)
Water transport and incidental services ..	I.L.A. (AFL-CIO/CLC) Seafarers (AFL-CIO)
Other transport .....	Teamsters (Ind.)
Storage .....	Teamsters (Ind.)
Communication .....	B.C. Telephone Workers (Ind.) Canadian Telephone Employees (Ind.) I.B.E.W. (AFL-CIO/CLC) Traffic Employees (Ind.)
<b>Public utilities</b> .....	I.B.E.W. (AFL-CIO/CLC) Public Service Employees (CLC)
<b>Trade</b> .....	Retail Clerks (AFL-CIO/CLC) Retail, Wholesale Employees (AFL-CIO/CLC) Teamsters (Ind.)
<b>Service</b>	
Community or public service .....	Building Service Employees (AFL-CIO/CLC) Public Employees (CLC) Service Employees Federation (CNTU)
Government service .....	B.C. Government Employees (CLC) Firefighters (AFL-CIO/CLC) Postal Employees (CLC) Public Employees (CLC)
Recreation service .....	Authors and Artists (CLC) Musicians (AFL-CIO/CLC)
Business service .....	CLC-chartered locals CNTU-chartered locals I.B.E.W. (AFL-CIO/CLC) Office Employees (AFL-CIO/CLC)
Personal service .....	Hotel Employees (AFL-CIO/CLC) Railway, Transport and General Workers (CLC)



**TABLE 3—UNION MEMBERSHIP BY PROVINCE, 1960**

Province	Number of Locals	Locals Reporting	
		Number	Membership
Newfoundland.....	118	99	31,300
Prince Edward Island.....	29	26	1,500
Nova Scotia.....	333	302	41,400
New Brunswick.....	288	253	26,600
Quebec.....	1,500	1,280	354,300
Ontario.....	2,648	2,341	556,200
Manitoba.....	310	282	61,200
Saskatchewan.....	380	336	41,900
Alberta.....	390	350	60,000
British Columbia.....	784	739	194,800
Yukon and Northwest Territories.....	9	7	600
Two or more provinces*.....	16	16	33,900
No return.....		774	55,500
Totals.....	6,805	6,805	1,459,200

\*Mainly Seafarers, Railroad Telegraphers, Commercial Telegraphers, and Actors' Equity.

**TABLE 4—UNION MEMBERSHIP BY LABOUR MARKET AREA, 1960**

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
<b>Newfoundland</b>			
Corner Brook.....	24	3,200	
Grand Falls.....	20	2,200	
St. John's.....	51	11,700	
Two or more areas.....	3	14,000	
<b>Prince Edward Island</b>			
Charlottetown.....	20	1,200	Summerside
<b>Nova Scotia</b>			
Amherst.....	14	1,100	Bridgewater, Inverness, Liverpool, Springhill, Yarmouth
Halifax.....	90	14,900	
Kentville.....	22	1,400	
New Glasgow.....	42	4,400	
Sydney.....	79	15,500	
Truro.....	18	1,100	
Two or more areas.....	4	800	
<b>New Brunswick</b>			
Bathurst.....	17	1,700	Minto, St. Stephen, Sussex, Woodstock
Campbellton.....	22	2,500	
Edmundston.....	17	1,300	
Fredericton.....	24	1,400	
Moncton.....	47	5,900	
Newcastle.....	11	1,400	
Saint John.....	78	9,100	
Two or more areas.....	4	900	
<b>Quebec</b>			
Asbestos.....	3	2,100	Maniwaki, Mont Laurier, Montmagny
Beauharnois.....	9	1,200	
Buckingham.....	11	1,100	
Drummondville.....	18	3,800	
Farnham—Granby*.....	37	5,500	
Gaspé.....	12	1,600	
Hull* (included with Ottawa, Ont.)			
Joliette.....	26	2,600	
La Tuque.....	10	1,400	
Lac St. Jean*.....	81	12,000	
Lachute—Ste. Therese*.....	14	2,100	
Montreal*.....	458	204,800	
Quebec—Levis*.....	140	29,600	
Quebec North Shore*.....	31	10,300	
Rimouski.....	14	1,500	
Riviere du Loup.....	20	1,400	
Rouyn—Val d'Or*.....	32	4,100	
St. Hyacinthe.....	23	4,500	
St. Jean.....	25	2,900	
Ste. Agathe—St. Jerome*.....	17	2,700	
Shawinigan.....	32	5,900	
Sherbrooke*.....	68	9,500	
Sorel.....	11	2,600	
Thetford—Megantic—St. Georges*.....	24	4,100	
Trois Rivières*.....	57	9,700	
Valleyfield.....	20	3,100	
Victoriaville.....	25	3,400	
Two or more areas.....	16	12,300	

**TABLE 4—UNION MEMBERSHIP BY LABOUR MARKET AREA, 1960 (Cont'd)**

Labour Market Area	Locals	Membership	Areas Having Under 1,000 Members
Ontario			
Belleville—Trenton*	45	5,200	Arnprior, Barrie, Bracebridge, Carleton Place, Collingwood, Gananoque, Goderich, Hawkesbury, Leamington, Lindsay, Listowel, Midland, Napanee, Parry Sound, Perth, Picton, Renfrew, Sioux Lookout, Sturgeon Falls, Walkerton
Brampton.....	13	1,100	
Brantford.....	51	8,800	
Brockville.....	17	2,500	
Chatham.....	22	2,900	
Cobourg.....	18	1,200	
Cornwall.....	35	8,100	
Fort Frances.....	20	1,300	
Fort William—Port Arthur*	109	25,100	
Galt.....	47	4,500	
Guelph.....	42	5,200	
Hamilton.....	149	45,800	
Kapuskasing.....	11	5,500	
Kenora.....	31	3,500	
Kingston.....	39	6,300	
Kitchener.....	56	9,800	
London.....	96	17,600	
Niagara Peninsula*	170	28,300	
North Bay.....	41	4,000	
Orillia.....	14	1,000	
Oshawa.....	41	18,100	
Ottawa—Hull*	123	25,200	
Owen Sound.....	20	1,700	
Pembroke.....	25	2,400	
Peterborough.....	48	8,200	
Prescott.....	8	1,300	
St. Thomas.....	44	3,300	
Sarnia.....	36	7,900	
Sault Ste. Marie.....	47	12,200	
Simcoe.....	16	1,100	
Smiths Falls.....	17	1,300	
Stratford.....	34	2,300	
Sudbury*	66	30,500	
Timmins—Kirkland Lake*	63	6,400	
Toronto*	477	171,900	
Wallaceburg.....	4	1,000	
Windsor.....	85	34,000	
Woodstock—Tillsonburg*	26	3,400	
Two or more areas.....	20	32,800	
Manitoba			
Brandon.....	39	2,000	Dauphin, Portage la Prairie, The Pas
Flin Flon.....	11	2,700	
Winnipeg.....	201	53,700	
Two or more areas.....	3	1,500	
Saskatchewan			
Moose Jaw.....	44	4,500	Estevan, Lloydminster, Swift Current
North Battleford.....	16	1,100	
Prince Albert.....	33	2,900	
Regina.....	82	14,800	
Saskatoon.....	89	10,900	
Weyburn.....	9	1,100	
Yorkton.....	27	1,700	
Two or more areas.....	7	3,000	
Alberta			
Blairmore.....	11	1,600	Edson, Red Deer
Calgary.....	107	23,800	
Drumheller.....	19	1,400	
Edmonton.....	134	26,400	
Lethbridge.....	33	2,800	
Medicine Hat.....	26	2,600	
Two or more areas.....	2	1,800	
British Columbia			
Central Vancouver Island*	59	14,500	Chilliwack, Dawson Creek, Princeton, Quesnel
Cranbrook.....	24	3,600	
Kamloops.....	29	2,700	
Kitimat.....	10	1,900	
Okanagan Valley*	59	6,400	
Prince George.....	27	3,600	
Prince Rupert.....	36	3,300	
Trail—Nelson*	36	5,400	
Vancouver—New Westminster*	337	135,800	
Victoria.....	90	14,500	
Two or more areas.....	3	1,500	

\*Indicates labour market area comprising two or more N.E.S. local office areas.  
See Appendix.

## LABOUR MARKET AREAS COMPRISING TWO OR MORE LOCAL OFFICE AREAS

Labour market areas appear in bold type, followed by names of the component N.E.S. local office areas in light type.

## Québec

**Farnham-Granby:** Cowansville, Farnham, Granby. **Gaspé:** Causapsca, Chandler, Gaspé, Matane, New Richmond. **Lac St. Jean:** Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval, Ville d'Alma. **Lachute-St Thérèse:** Lachute, Ste Thérèse. **Montreal:** Montréal, Ste Anne de Bellevue. **Québec-Lévis:** Lévis, Québec. **Quebec North Shore:** Baie Comeau, Forestville, La Malbaie, Sept Iles. **Rouyn-Val d'Or:** Rouyn, Val d'Or. **Ste Agathe-St Jérôme:** Ste Agathe, St Jérôme. **Sherbrooke:** Magog, Sherbrooke. **Thetford-Mégantic-St Georges:** Mégantic, Thetford Mines, Ville St Georges. **Trois Rivières:** Louiseville, Trois Rivières.

## Ontario

**Belleville-Trenton:** Belleville, Trenton. **Fort William-Port Arthur:** Fort William, Port Arthur. **Niagara Peninsula:** Fort Erie, Niagara Falls, Port Colborne, St. Catharines, Welland. **Ottawa-Hull:** Hull, Que., Ottawa, Ont. **Sudbury:** Elliot Lake, Sudbury. **Timmins-Kirkland Lake:** Kirkland Lake, Timmins. **Toronto:** Long Branch, Newmarket, Oakville, Toronto, Weston. **Woodstock-Tillsonburg:** Tillsonburg, Woodstock.

## British Columbia

**Central Vancouver Island:** Courtenay, Duncan, Nanaimo, Port Alberni. **Okanagan Valley:** Kelowna, Penticton, Vernon. **Trail-Nelson:** Nelson, Trail. **Vancouver-New Westminster:** Mission City, New Westminster, Vancouver.

## Working Conditions in Manufacturing, 1960

Proportion of plant workers in Canadian manufacturing industry with standard work week of 40 hours or less has remained constant at 70 per cent for past three years; but proportion on five-day week has risen from 88 to 90 per cent

For the past three years the proportion of plant employees in the Canadian manufacturing industry working 40 hours a week or less has remained constant at 70 per cent; the proportion was 58 per cent in 1955. During the same three years the proportion of plant employees on a five-day week increased from 88 to 90 per cent in 1960; in 1955 this proportion was 84 per cent.

In the 1955-60 period, the proportion of office workers in manufacturing on a 37½-hour week has risen from 38 to 43 per cent; 95 per cent of office workers in the industry are now on a five-day week.

This information comes from *Working Conditions in Canadian Industry, 1960*, a report just issued by the Economics and Research Branch (see box).

## Working Conditions in Canadian Industry, 1960

*Working Conditions in Canadian Industry, 1960*, a 160-page report just issued by the Economics and Research Branch of the Department of Labour, contains information on such working conditions as the standard work week, vacations with pay, paid statutory holidays, pension plans, group life insurance plans, sickness and accident leave benefit plans, daily rest periods, overtime pay policies and the extent of collective agreements. The industries covered are: manufacturing, mining, land and air transportation, storage, public utilities, communications, municipal public works, hotels, restaurants, laundries and dry cleaning, retail and wholesale trade, and finance and insurance.

The report draws together in tabular form the information obtained from the Annual

Survey of Working Conditions, conducted by The Working Conditions and Social Analysis Section of the Economics and Research Branch on May 1, 1960. The statistical tables summarize the information received from more than 16,000 employing establishments. Of the 1,973,000 workers employed by these establishments, 540,000 were classified as office workers and 1,433,000 as plant or non-office workers.

Information on working conditions in manufacturing for all Canada is given in the accompanying article. Information on working conditions in each of the other industries listed above may be obtained from the report, available from the Queen's Printer, Ottawa (catalogue No. L2-1560) at 25 cents a copy.



Plant workers in the more than 8,000 manufacturing establishments covered by the Branch's 1960 survey numbered 809,736, and office workers employed in the establishments that responded numbered 234,618.

Summaries of selected working conditions in manufacturing in the years 1955 to 1960, for plant and office workers respectively,

are given in the accompanying Tables 1 and 2. The percentages given in these tables are the proportions that the employees of establishments reporting specific items bear to the total of employees in all establishments replying to the survey questionnaire. They are not necessarily the proportions of employees actually covered by the various provisions.

## Plant Workers

In 1960 and in the two preceding years, a work week of 40 hours or less was the standard for 70 per cent of plant workers; in 1955 less than 60 per cent had a sched-

uled work week of 40 hours or less. A five-day week was the standard for 90 per cent of plant employees in 1960 compared with 84 per cent in 1955.

**TABLE 1—SUMMARY OF SELECTED WORKING CONDITIONS OF PLANT EMPLOYEES IN CANADIAN MANUFACTURING**

	Percentage of Plant Employees					
	1960	1959	1958	1957	1956	1955
	%	%	%	%	%	%
<b>Standard Weekly Hours</b>						
40 and under.....	70	70	70	66	62	58
Over 40 and under 44.....	10	9	9	11	11	11
44.....	4	5	4	5	6	7
45.....	8	8	8	9	9	11
Over 45 and under 48.....	1	1	2	2	2	2
48.....	4	4	4	4	6	7
Over 48.....	3	3	3	3	4	4
Employees on a 5-day week.....	90	89	88	88	86	84
<b>Vacations with Pay—</b>						
Two weeks.....	86 <sup>(1)</sup>	94	95	95	92	92
After: 1 year or less.....	20	23	23	18	15	15
2 years.....	14	14	14	13	11	11
3 years.....	26	28	28	30	28	27
4-5 years.....	25	26	28	31	34	35
Other periods.....	1	3	2	3	4	4
Three weeks.....	72 <sup>(1)</sup>	71	73	68	63	60
After: Less than 10 years.....	6	5	4	1	1	1
10 years.....	11	8	8	5	3	2
11-14 years.....	4	4	4	2	1	1
15 years.....	45	47	50	51	47	43
20 years.....	2	3	4	5	6	6
Other periods.....	4	4	3	4	5	7
Four weeks.....	31 <sup>(1)</sup>	26	16	12	10	7
After: 25 years.....	25	22	12	10	7	6
Other periods.....	6	4	4	2	3	1
Vacations which do not vary with length of service.....	12 <sup>(1)</sup>	<sup>(1)</sup>	<sup>(1)</sup>	<sup>(1)</sup>	<sup>(1)</sup>	<sup>(1)</sup>
One week.....	5					
Two weeks.....	7					
<b>Paid Statutory Holidays.....</b>	<b>96<sup>(2)</sup></b>	<b>95</b>	<b>97</b>	<b>97</b>	<b>94</b>	<b>94</b>
1 to 5.....	10	10	10	11	12	14
6.....	5	7	6	7	8	13
7.....	8	9	11	11	12	11
8.....	53	52	52	54	52	47
9.....	15	14	15	11	8	7
More than 9.....	3	3	3	3	2	2
<b>Pension and Insurance Plans</b>						
Pension plans.....	68	67	69	69	65	61
Group life insurance.....	87	88	90	89	87	86
Wage loss insurance.....	67 <sup>(3)</sup>	75	82	79	77	75

<sup>(1)</sup> In the questionnaires used in the surveys for 1959 and previous years no distinction was made between vacation policies which provided for increasing vacation periods as service increased and vacation policies which provided for vacations of one stated period regardless of length of service. In 1960, this variation of policy was provided for in the survey questionnaire. In comparing the statistics on vacations for 1960 with those of previous years the percentages of employees shown as being granted vacations under either of these two policy types must be added together.

<sup>(2)</sup> In 1960 respondents who employed 2 per cent of the total number of plant employees covered by the survey reported that they provided for paid statutory holidays for their employees but did not give the number of such holidays.

<sup>(3)</sup> The wording of the question dealing with wage loss insurance in the 1960 survey questionnaire made a rigid distinction between insurance plans which provided compensation for wage loss due to sickness and other forms of sick leave plans. In previous years this distinction was not so finely drawn and it is probable that some respondents included as wage-loss insurance plans, sick leave plans which did not have the attributes of an "insurance" plan.

In the six years covered by Table 1 there have been marked increases in the percentages of plant workers who receive paid vacations of three weeks. In 1960, 72 per cent of plant employees were in establishments that provided holidays of three weeks, whereas in 1955 only 60 per cent were in this position.

During the same period the length of service required before the granting of a paid vacation of three weeks was also shortened in many cases. In 1955 only 4 per cent of plant workers were given such vacations prior to having had 15 years service; in 1960, however, 20 per cent of

the workers covered by the survey received three weeks vacation with pay after service of less than 15 years. Note, however, that 15 years is still the period of service most commonly required to qualify for a paid vacation of three weeks.

Paid vacations of four weeks, usually after service of 25 years, were provided for in establishments employing 31 per cent of the plant employees covered by the survey; this compares with 7 per cent in 1955.

The proportion of plant workers who are granted eight or more statutory or public holidays has risen from 56 per cent in 1955 to 71 per cent in 1960.

## Office Employees

The proportion of office employees in firms having provisions for a four-week paid vacation after 25 years service rose from 6 per cent in 1955 to 28 per cent in 1960.

In 1955, eight or more statutory holidays were granted to 81 per cent of office workers; in 1956 this proportion rose to 85 per cent and has shown only minor changes since that time.

**TABLE 2—SUMMARY OF SELECTED WORKING CONDITIONS OF OFFICE EMPLOYEES IN CANADIAN MANUFACTURING**

	Percentage of Office Employees					
	1960	1959	1958	1957	1956	1955
	%	%	%	%	%	%
<b>Standard Weekly Hours</b>						
Under 37½	27	27	26	23	22	22
37½	43	42	41	41	41	38
Over 37½ and under 40	8	9	10	9	10	12
40	18	18	19	22	21	20
Over 40	4	4	4	5	6	8
Employees on a 5-day week	95	95	93	92	91	89
<b>Vacations with Pay</b>						
Two weeks	90 <sup>(1)</sup>	98	99	99	99	99
After: 1 year or less	79	89	89	91	90	90
2 years	7	6	6	5	5	5
3 years	1	2	1	1	1	1
5 years	2	1	2	1	2	1
Other periods	1		1	1	1	2
Three weeks	83 <sup>(1)</sup>	82	82	76	72	69
After: Less than 10 years	7	6	5	3	2	2
10 years	22	17	16	12	8	3
11 to 14 years	4	6	4	2	1	
15 years	46	49	52	52	51	51
20 years	2	2	3	4	6	7
Other periods	2	2	2	4	4	6
Four weeks	37 <sup>(1)</sup>	32	20	16	13	8
After: 25 years	28	25	14	12	9	6
Other periods	9	7	6	4	4	2
Vacations which do not increase with length of service	10 <sup>(1)</sup>	(1)	(1)	(1)	(1)	(1)
1 week	1					
2 weeks	9					
<b>Paid Statutory Holidays</b>	99 <sup>(2)</sup>	99	98	100	99	99
1 to 6	4	5	4	4	4	7
7	7	8	9	10	10	11
8	60	58	58	61	61	61
9	22	23	22	20	17	15
More than 9	5	5	5	5	7	5
<b>Pension and Insurance Plans</b>						
Pension plans	81	82	83	81	78	74
Group life insurance	94	93	94	94	91	90
Wage loss insurance	39 <sup>(2)</sup>	54	63	63	58	59

(1) See Table 1, footnote 1.

(2) In 1960 respondents who employed 1 per cent of the total number of office employees in manufacturing covered by the survey reported that they provided for paid statutory holidays for their employees but did not give the number of such holidays.

(2) See Table 1, footnote 3.

In the six-year period 1955-60, a standard work week of 37½ hours has been most frequent for office employees in manufacturing; 38 per cent of those covered by the 1955 survey were in this category and another 22 per cent had a standard work week of less than 37½ hours. In 1960 the comparable percentages were 43 and 27, respectively.

Pension plans are provided in establishments employing 81 per cent of the office employees covered by the 1960 survey; the proportion in 1955 was 74 per cent. In the same comparison, the provision of group life insurance plans has increased from 90 to 94 per cent.

## Program for Training Unemployed Workers

Provinces report accumulated total enrolment of 4,295 at January 31, compared with 3,621 year earlier. In addition, when estimated 2,843 enrolled in Quebec are added, 1961 figure becomes 7,138, almost double previous year's figure

At January 31, accumulated enrolment under the program for training unemployed workers, Schedule "M" of the federal-provincial Special Vocational Training Projects Agreement, as reported by participating provinces, was 4,295. In addition, an estimated 2,843 were enrolled in Quebec.

Schedule "M" provides for technical and vocational training for unemployed persons registered with the National Employment Service. Costs of the training are shared by the federal and provincial governments. At the current session of Parliament, the federal contribution was raised for 1960-61 from 50 to 75 per cent, when the number of training days given in a province exceeds 3½ per cent of the adult population. Thereafter, a 75-per-cent federal contribution will be made only when the number of training days exceeds 7 per cent of the adult population.

At January 31 last year, the total reported was 3,621. Quebec was not a participant until December last year, and thus did not figure in the 1960 total; and Newfoundland did not enter the program until October 1960.

When the estimate for Quebec is added, the total at January 31, 1961 becomes 7,138, almost double the previous year's figure.

Table 1 gives the provincial breakdown of enrolments.

Enrolment of women was higher in the western provinces, which, next to Quebec, operate the most centres of training in service trades and business and commercial skills.

Training was being given, at January 31, in 336 centres, and in 70 different trades. Training under Schedule "M" is designed to

retrain unemployed workers for occupations that offer a reasonable opportunity for regular employment.

Table 2 gives a breakdown, by province, of the type of courses offered and the number of centres where training was being given at January 31.

In Quebec, instruction was being offered under the jurisdiction of the Department of Youth, most of it in evening classes; other provinces provide the courses in day classes within the administrative framework of provincial departments of education. In Manitoba and Alberta, both day and evening classes are combined in the program.

**Table 1—Program for Training Unemployed Workers: Accumulated Total of Enrolments, by Province, April 1960 to January 31, 1961**

Province	Enrolment		
	Male	Female	Total
Newfoundland <sup>(1)</sup> .....	146	6	152
Nova Scotia.....	271	142	413
Prince Edward Island...	*	*	*
New Brunswick.....	169	113	282
Quebec <sup>(2)</sup> .....	(3)	(3)	2,843 <sup>(4)</sup>
Ontario <sup>(5)</sup> .....	127	51	178
Manitoba.....	835	391	1,226
Saskatchewan.....	192	250	442
Alberta.....	117	501	618
British Columbia.....	346	638	984
Total.....	2,203	2,092	7,138 <sup>(6)</sup>

(1) October 1, 1960 to January 31, 1961.

(2) December 1, 1960 to January 31, 1961.

(3) Breakdown not available.

(4) Estimated total.

(5) July 1, 1960 to January 31, 1961.

(6) Includes Quebec estimate of 2,843.

\*No report received.



**Table 2—Program for Training Unemployed Workers: Type of Course and Number of Centres where Courses Taught, by Province, January 31, 1961**

Type of Course	Number of Centres									
	Total	Nfld.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.
Business Practice and Commercial.....	40	1	1	—	18	3	3	1	4	9
Construction and Building.....	67	3	1	6	44	—	3	6	1	3
Electricity and Electronics.....	37	2	—	2	25	—	4	—	—	4
Machine Shop and Metal Working.....	54	2	4	1	31	5	4	1	2	4
Service Trades.....	46	—	1	2	18	—	6	3	8	8
Textiles and Dressmaking.....	11	—	—	2	8	—	—	—	—	1
Vehicle—Mechanics and Operators.....	58	3	1	1	43	—	3	2	—	5
Miscellaneous.....	23	1	—	4	8	—	2	—	1	7
Total.....	336	12	8	18	195	8	25	13	16	41

NOTE: No report received from Prince Edward Island.

(—) Indicates no course.

## CCA Submits Brief to Government

Association recommends revision of federal labour code to protect employee's "freedom to work" regardless of membership in a union, clarify law concerning strikes and picketing, and provide for settlement of jurisdictional disputes

Revision of the federal labour code to clarify the law concerning strikes and picketing, to protect an employee's "freedom to work" regardless of union membership, to provide for settlement of jurisdictional disputes, and to prevent work stoppages in essential public services was recommended in a brief submitted by the Canadian Construction Association to the federal Government on March 21.

Another recommendation was that unions should be established by the code as legal entities.

The Association also urged that insurance principles should be adhered to in order to maintain the Unemployment Insurance Fund at an adequate level.

The CCA's proposals designed to increase employment that were included in its brief to the Special Committee of the Senate on Manpower and Employment were repeated in an appendix to the submission.

The brief expressed disappointment that the Speech from the Throne had not made any reference to a revision of the present Federal Labour Code, which had been passed in 1948. The Association recalled that it had been invited by the Minister of Labour to submit its views concerning that legislation in 1957, and it contended that "action by the federal Government in updating the Code is urgently required."

The brief particularly reiterated a recommendation made by the Association in 1957 for the repeal of Section 4 of the Combines Investigation Act, which excludes "combinations of workmen" from its provisions, unless goods in addition to services are involved. "A number of building trade unions have succeeded in establishing an effective monopoly over the supply of skilled labour. This situation rules out the possibility of equitable relationships between management and labour," the Association stated.

"Monopoly control over the supply of skilled labour by trade unions also adversely affects the freedom of the individual to work without being a member of a union..." the brief said. "The CCA believes that the new Canadian Bill of Rights is incomplete in that it does not yet include protection of the right to work without union affiliation."

The pending formation of the "New Party," and its close relationship to the labour unions pointed to the need for a review of the question of union dues and the Rand Formula method of collecting union funds, the Association said, and "care should be taken to see that such dues are not used as political contributions."

The Association again objected to certain provisions of the fair wage schedule under the Fair Wages and Hours of Labour

Act, which, it contended, were in conflict with those established by collective bargaining or by provincial legislation. These provisions constituted an unnecessary extra expense to the taxpayer and had a "serious disruptive effect on other work in the area..."

### **Unemployment Insurance Act**

The Government's intention, expressed in the Speech from the Throne, to amend the Unemployment Insurance Act to "safeguard the basic purposes of the Act, to strengthen the Fund and to correct abuses..." was commended.

The CCA said that it was also concerned about possible abuse of the Fund through the payment of benefit claims to workmen directly affected by the outcome of a labour dispute in the construction industry. The Fund was surely never intended to become a "strike fund," as it had in one particular dispute in the Toronto district not long ago, the brief said.

Another suggestion was that, in order to avoid investment losses, "consideration be given to the future investment of the Fund under conditions similar to those governing Canada Savings Bonds which may be cashed at their face value."

Such measures would not be sufficient to restore the Fund to an adequate level, however. "Sound actuarial principles should be applied if it is to act as an insurance scheme. If it is broadened to constitute in part a welfare program, larger Government contributions to the Fund would be in order."

### **Labour Legislation**

The CCA reaffirmed its support of the joint conference board principle in construction labour relations, and its belief in periodical meetings between representatives of labour and management to discuss matters of mutual concern. It commended the Minister of Trade and Commerce and the Minister of Labour for their action in bringing together some 30 representatives of employers and unions in a recent meeting to discuss matters of common interest.

The brief referred with approval to changes in labour legislation enacted during 1960 by the governments of Alberta, Ontario, Quebec, Prince Edward Island, and Newfoundland; and to amendments to the province's Labour Relations Act then being considered by the Legislature of British Columbia.

"Part II of Bill C-70, the Corporations and Labour Unions Statistics Act now before Parliament, seems to follow the pre-

sent trend and offers protection to union members and to the public against misuse of union funds," the Association said. "The Government is to be commended for taking the initial steps to clarify the operations of international trade unions established in Canada, and for vesting labour unions with the status of legal entities for the purpose of this Bill."

Although the Association recognized that construction operations were generally governed by provincial statutes, it believed that it was "most desirable that federal legislation keep pace with developments," particularly since construction activity often depended on public services and utilities that were subject to federal labour law.

### **Apprenticeship and Vocational Training**

The CCA commended the Government for its recent amending of the Technical and Vocational Training Assistance Act, and the Department of Labour for its persevering efforts to help industry and the provincial governments expand apprenticeship and vocational training programs.

The new grants for capital expansion and for operation of training facilities would be most helpful, not only in providing for the needs of the dramatically increasing numbers of young people who would be entering the labour market, but also for those of the unemployed and the older workers whose skill was less and less in demand. The Association said that it was urging the provincial governments to take full advantage of the new grants.

The need for giving greater publicity to the advantages of apprenticeship training were emphasized by the CCA, and in this connection it said that the forthcoming Commonwealth Technical Training Week would be most helpful. Continued efforts throughout the year would be necessary, however, the Association said.

### **Taxation**

Although the Association welcomed the announcement in the budget speech of December 20, 1960 regarding higher capital cost allowances for certain types of capital investment, it said that many of the delegates to its 1961 annual meeting had expressed the opinion that the proposed double depreciation allowances were too limited in duration and scope to have much effect in encouraging capital investment. "Canada's capital cost allowance scales did not compare favourably with those of a number of other leading Western countries," the brief said.

## Housing

"The CCA's main interest in the field of housing legislation over the years has been to expand the opportunities for home ownership and the financing of lower-cost houses and rental units," the brief said. It commended the Government's amendment of the National Housing Act during the latter part of 1960, particularly in regard to provision of loans for certain public works, easier terms for individual houses and rental projects, and expanded scope for urban renewal projects.

The Association again advocated the extension of the terms of the NHA to include mortgages for existing houses. Such a provision in United States federal legislation had opened the way for trade-in transactions at reduced rates. "The market for new

houses depends to a significant extent on the ability of present homeowners to sell their houses . . . without financing problems," the CCA pointed out.

The proposed amendment to the Insurance Acts that would allow mortgages on real estate to be increased to 66⅔ per cent of lending value from the present 60 per cent was welcomed by the CCA.

## Wintertime Construction

The Association commended the Government for the measures it had taken to promote wintertime construction, but it recommended further encouragement to such construction by means of certain tax incentives. It also suggested that the National Research Council undertake some research into new methods of winter construction.

# Industrial Fatalities in Canada during the Fourth Quarter of 1960

Deaths from industrial accidents numbered 197 in fourth quarter, decrease of 150 from previous quarter and of 126 from fourth quarter of 1959. With 38 fatalities each, mining and construction recorded the largest number of deaths

There were 197\* industrial fatalities in Canada in the fourth quarter of 1960, according to the latest reports received by the Department of Labour. This is a decrease of 150 from the previous quarter, in which 347 were recorded, including 42 in a supplementary list. In the fourth quarter of the previous year, 323 fatalities were recorded.

During the quarter under review, there was one accident that resulted in the deaths of three or more persons. On October 25, a natural gas explosion in a retail store in Windsor, Ont., killed three employees: the fountain manager and clerk and the assistant chef.

Grouped by industries (see chart page 355) the largest number of fatalities was recorded in mining and construction, each of which had 38.

In mining, there were 24 fatalities in metal mining, 5 in coal mining and 9 in non-metallic mineral mining. During 1959's

fourth quarter, 49 fatalities were listed: 35 in metal mining, 4 in coal mining, and 10 in non-metallic mineral mining. During 1960's third quarter, there were 56 fatalities: 29 in metal mining, 10 in coal mining, and 17 in non-metallic mineral mining.

The industrial fatalities recorded in these quarterly articles, prepared by the Working Conditions and Social Analysis Section of the Economics and Research Branch, are those fatal accidents that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. These include deaths that resulted from industrial diseases as reported by the Workmen's Compensation Boards.

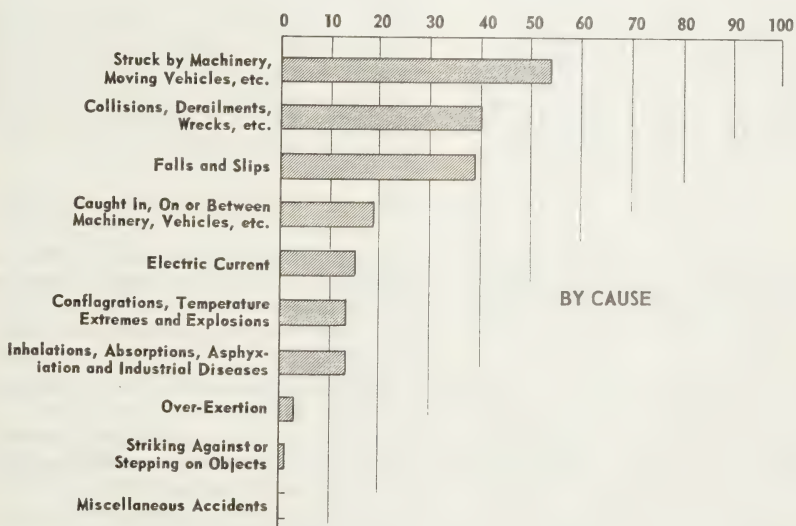
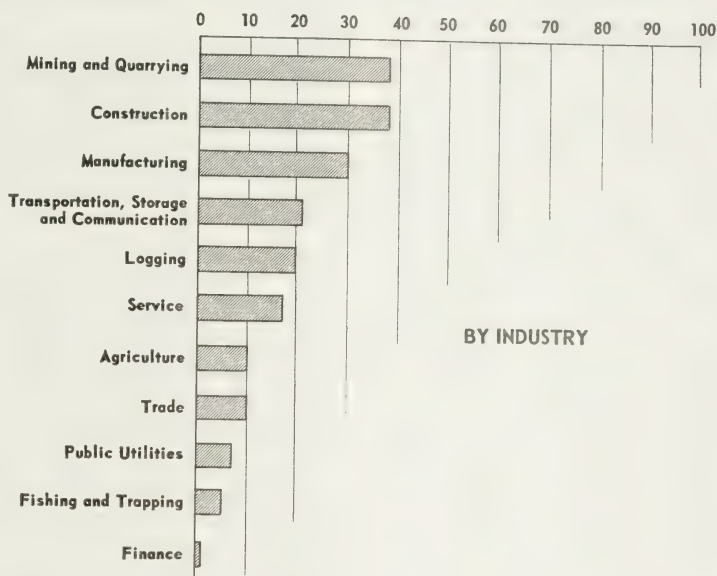
Statistics on industrial fatalities are compiled from reports received from the various Workmen's Compensation Boards, the Board of Transport Commissioners and certain other official sources. Newspaper reports are used to supplement these data. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping and certain of the service groups is not as complete as in those industries that are covered by compensation legislation. Similarly, a small number of traffic accidents that are in fact industrial may be omitted from the Department's records because of lack of information in press reports.

\*See Tables H-1 and H-2 at back of book. The number of fatalities that occurred during the fourth quarter of 1960 is probably greater than the figures now quoted. Information on accidents which occur but are not reported in time for inclusion in the quarterly articles is recorded in supplementary lists and statistics are amended accordingly. The figures shown include 55 fatalities for which no official reports have been received.



# INDUSTRIAL FATALITIES IN CANADA

Fourth Quarter of 1960



Source: Economics and Research Branch, Department of Labour.

In construction, there were 23 fatalities in buildings and structures, 11 in highways and bridges and 4 in miscellaneous construction. Fatalities recorded in this industry for the same period in 1959 numbered 90: 56 in buildings and structures, 22 in highways and bridges, and 12 in miscellaneous construction. During 1960's third quarter, 69 fatalities were listed: 31 each in buildings and structures and highways and bridges and 7 in miscellaneous construction.

During the quarter, accidents in manufacturing resulted in the deaths of 30 persons; 18 of these were equally distributed in food products, wood products and iron and steel products, 5 were in transportation equipment and 2 in chemical products. During the same period of the previous year (1959), 44 fatalities were reported in manufacturing; of these, 10 were in wood products, 7 in iron and steel products, 6 in food products, 3 in non-ferrous metal products and 2 each in textile products and non-metallic mineral products. Accidents in manufacturing during the third quarter of 1960 resulted in the deaths of 51 persons; of these, 13 were in iron and steel products, 12 in wood products, 7 in paper products, 6 in food products, 3 in chemical products and 2 each in non-ferrous metal products and non-metallic mineral products.

Twenty-one fatalities were recorded in the transportation, storage and communication industry; 7 of these fatal accidents were in local and highway transportation, 6 in water transportation and 5 in railway transportation. During 1959's fourth quarter, 48 deaths were reported, including 19 in local and highway transportation, 11 in railway transportation and 7 in water transportation. Accidents in this industrial grouping during July, August and September 1960 resulted

in the deaths of 54 workers; 18 of the deaths occurred in railway transportation, 17 in local and highway transportation, 8 in water transportation and 5 in air transportation.

During the quarter 20 persons died accidentally in the logging industry; this was a decrease of 20 over the same period of 1959 and of 4 over the third quarter of 1960.

An analysis of the causes of the 197 fatalities recorded during the fourth quarter (see chart page 355) shows that 54 (27 per cent) were listed under the heading "struck by machinery, moving vehicles, etc.", of which 5 were under the heading "struck by tools, machinery, cranes, etc.", 10 under "struck by moving vehicles" and 39 under "struck by other objects".

The cause "collisions, derailments, wrecks, etc." was responsible for 40 deaths: 26 in accidents involving automobiles and trucks, 9 involving tractors and loadmobiles, 3 involving railways and 2 involving aircraft. In the classification "falls and slips", 39 fatalities were recorded, all but two of them from falls to different levels.

Nineteen fatalities were listed in the "caught in, on or between" category; of these 5 involved "tractors and loadmobiles", 4 "mine and quarry cars", 3 "belts, pulleys, chains, lines, etc." and 2 each involving "machinery", "hoisting and conveying apparatus" and "automobiles and trucks".

By province of occurrence, the largest number of fatalities was in Ontario, where there were 76. In British Columbia, there were 33; in Quebec 30; and in Alberta, 18.

During the quarter under review, there were 82 fatalities in October, 72 in November and 43 in December.

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The imbalance in Canada's current international payments contracted in 1960 to \$1,270 million from a revised estimate of \$1,494 million in 1959, it is shown by advance figures issued last month by the Dominion Bureau of Statistics.

The current account deficit was less in 1960 than in any of the past five years except 1958.

Inflows for direct investment in foreign-controlled enterprises rose to new heights but there was a sharp contraction in inflows of portfolio capital.

By the end of 1960, Canadian liabilities of all kinds to other countries, estimated at \$26.1 billion, exceeded total Canadian assets abroad, \$9.1 billion, by \$17 billion. This compares with net international liabilities of \$15.5 billion at the end of 1959.

Principal elements in the liabilities are the foreign long-term investments in Canada, estimated at \$22.3 billion in 1960 compared with \$20.8 billion in 1959.

The most important single change in the current account in 1960 was the rise in the value of Canadian exports, an increase resulting entirely from rises in exports to overseas countries. These rose by 20 per cent while exports to the United States contracted.

Imports of merchandise were slightly less, both from the United States and overseas.

# Labour Legislation of the Past Decade—V

Fifth of series of articles reviewing developments in labour legislation in Canada since 1950 covers laws for regulation of boilers and their operators

## Part 5—Industrial Safety and Health (cont'd)

### Boiler and Pressure Vessel, and Operating Engineers Legislation

The trend toward uniformity in legislation regulating the use of boilers and pressure vessels and the qualifications of operators continued during the fifties. Although boiler and pressure vessel inspectorates retained their identity, there was a continuation of the trend toward amalgamation with other inspectorates to form safety inspection divisions.

In all provinces, the work of the inspectorates increased substantially as a result of the marked rise in industrial development and in commercial, public and apartment building construction. Another factor responsible for this increased workload was the greater complexity of inspections, which resulted from the manufacture of plants of more complex design and higher pressure.

The sharp increase in the number of new plants during the period brought about a general shortage of qualified operating personnel, which, in turn, presented additional problems in connection with examination and certification.

Special legislation in connection with boilers and pressure vessels and operators has been in effect for many years. As early as 1891, Ontario passed "An Act respecting Stationary Engineers." This Act provided for a board which could "make rules and regulations for... the uniform inspection of steam plant, for the conduct of examinations..." as well as for other matters. The inspection provision, however, was subsequently repealed.

The first comprehensive legislation dealing with boiler inspection, the Manitoba Steam Boiler Inspection Act, was passed in 1894. By 1950, legislation respecting boilers and pressure vessels and operators had been enacted by the legislatures of all the provinces. In Prince Edward Island, however, the Steam Boiler Act, passed in 1948, continues to be inoperative and is not reviewed in this article.

During the fifties new or replacement Acts came into force in five provinces, there were a number of amendments to the Acts of several provinces, and all provinces made changes in their regulations. The scope of the legislation was extended.

In the decade, a number of administrative and organizational changes occurred in several provinces, including provision for the establishment of a new Board of Examiners in Newfoundland and new advisory bodies in Newfoundland, Alberta and British Columbia.

With respect to control procedures, new provisions were introduced in connection with the registration of plants. Inspection requirements were extended and made more stringent. In all provinces, the only way an applicant can now qualify for a boiler and pressure vessel operator's certificate is to pass the prescribed examination. Inspectors' qualifications were more specifically set out in the legislation than formerly and inspectors were given wider authority while at the same time appeal procedures were extended. The adoption of codes by additional provinces continued during the decade. Several provinces incorporated accident reporting provisions in their Acts.

#### New Acts

Acts replacing previous legislation came into force during the fifties in Manitoba, Ontario, Alberta and New Brunswick, and boiler legislation was adopted in Newfoundland.

The Newfoundland Boiler and Pressure Vessel Act, which had been passed in 1949, was not proclaimed until 1950. Modelled closely on a 1948 Saskatchewan Act, it laid down statutory requirements for boiler and pressure vessel inspection and for the examination and certification of stationary engineers and other operators. This Act was replaced in 1959 by a new statute which comes into force on proclamation.

In 1949, Manitoba passed the Operating Engineers and Firemen Act and the Steam and Pressure Plants Act, which were proclaimed in force in 1951 and 1953, respectively. These Acts replaced the former Steam Boiler and Pressure Plants Act.

Ontario completely revised its boiler and pressure vessel legislation when it enacted the Boiler and Pressure Vessel Act, 1951, repealing the previous Steam Boiler Act and Section 57 of the Factory, Shop and Office Building Act. Proclaimed in 1953,



it brought the legislation into line with the latest improvements in practices in respect of the design of boilers and pressure vessels and their inspection during construction, installation and service. The new Act was amended in 1953 and again in 1960.

Ontario also passed the Operating Engineers Act, 1953, extensively revising and repealing the previous Operating Engineers Act. It was proclaimed in 1954.

In 1955, Alberta replaced the Steam Boilers Act by a new statute, the Boilers and Pressure Vessels Act, which, like the former legislation, deals with both boiler and pressure vessel inspection and operators.

In 1959, New Brunswick passed a new Stationary Engineers Act, replacing an Act of the same name. It deals with boilers and pressure vessels and operators as did the previous Act.

### Coverage

The coverage of legislation relating to boilers and pressure vessels and operators was extended during the decade. The most important matters brought within the scope of the legislation were refrigeration plants with a capacity of more than three tons of refrigeration in 24 hours (Nova Scotia and British Columbia), and more than 15 tons (Manitoba). In Newfoundland, hoisting and traction plants were brought under the Act. In New Brunswick, Manitoba and British Columbia, certain hot water boilers were included.

Current coverage of the legislation includes all boilers and pressure vessels and operators subject to the legislative authority of the province, with certain specified exclusions. The more general exclusions from the legislation are the following:

1. Railway boilers or pressure vessels subject to inspection by the Board of Transport Commissioners (all provinces). Ontario, Alberta and British Columbia also exclude shipping containers subject to inspection by the Board.

2. Boilers or pressure vessels subject to the Canada Shipping Act (all provinces).

3. Pressure vessels and plants of less than a specified capacity (all provinces).

4. Boilers used only for heating purposes in residential buildings occupied by not more than four families (Newfoundland, New Brunswick, Ontario and Alberta). Nova Scotia excludes low-pressure steam or hot water boilers used for domestic purposes; Quebec, boilers in a dwelling house with not more than two floors and not more than eight apartments; Manitoba, boilers in residential buildings intended to

house not more than two separate apartments; Saskatchewan, boilers in private residences; and British Columbia, boilers in a rooming house or an apartment house containing not more than three self-contained suites.

5. Boilers used in connection with open type hot water heating systems (Newfoundland, Ontario, Alberta and British Columbia).

6. Low pressure boilers having a heating surface of 30 square feet or less (Quebec, Ontario and Saskatchewan); certain other low-pressure plants are excluded by Newfoundland, Manitoba, Alberta and British Columbia.

7. Pressure vessels used exclusively for hydraulic purposes at atmospheric pressure (Nova Scotia, Ontario and British Columbia).

8. Pressure vessels having an internal diameter of 24 inches or less, used for storage of hot water for domestic purposes (Newfoundland, Alberta and British Columbia).

### Administration

Boiler legislation continued to be administered by the Department of Labour in the six provinces in which that department had been the administering authority prior to 1950. In Newfoundland, the Act has been administered by the Department of Labour since its proclamation in 1950. The administration of the legislation in Alberta was transferred from the Department of Public Works to the Department of Industries and Labour (now Labour) in 1953. In British Columbia, the Department of Public Works continued to be responsible for administering the legislation.

In four provinces, boiler inspectorates are branches of larger inspection divisions. At the beginning of the decade, Manitoba already had a Mechanical and Engineering Section of which the boiler inspectorate was part. During the next ten years, Nova Scotia, Ontario and Saskatchewan adopted somewhat similar methods of administration. In Nova Scotia, the Boiler Inspection Section and the Operators License Section are now two of the four separate units that constitute the Mechanical Inspection Division. In Ontario, the Boiler Inspection Branch and the Board of Examiners of Operating Engineers now comprise two of the four units under the general supervision of the Director of Technical Services. In Saskatchewan, the Boiler and Pressure Vessel Branch is one of the four branches of the Safety Services Division.

For many years, five provinces (New Brunswick, Nova Scotia, Quebec, Ontario

and Manitoba) have had a Board of Examiners whose main functions are the examination and certification of stationary engineers and other personnel responsible for the operation of boilers and pressure vessels. In some provinces, the Board's responsibilities include the registration of plants. Newfoundland also made provision in its 1959 Act for a three-member Board of Examiners. Boards have not been established in Saskatchewan, Alberta and British Columbia, the responsibility resting with the Minister, chief inspector or the Department.

A new development during the decade was the provision made in the legislation of three provinces (Newfoundland, Alberta and British Columbia) for the establishment of advisory bodies to assist the Minister or Chief Inspector in connection with the administration of certain matters. In 1955, a provision in the Alberta Boilers and Pressure Vessels Act empowered the Lieutenant-Governor in Council to appoint a five-member Board of Advisors. At least two members of the Board must be holders of engineers' certificates issued under the Act; at least two members must be registered professional engineers who deal with equipment governed by the Act; and not more than one member shall be a full-time employee of the Department of Labour. The Board reports to and advises the Minister of Labour with respect to the application of the legislation, qualifications and examination of candidates, appeals, technical evidence relating to the cancellation or suspension of engineers' certificates and technical evidence concerning accidents, and other matters pertaining to the Act or its administration. The Board meets on request of the Minister, Deputy Minister or Chief Inspector.

In 1959, Newfoundland's new Act authorized the Lieutenant-Governor in Council to appoint a five-member Advisory Committee. Similar action was taken in British Columbia in 1960 when a regulation was issued giving the Minister of Public Works authority to appoint a nine-member Advisory Board. The functions of these two bodies are comparable to those of the Alberta Board, except that in British Columbia the Board advises the Chief Inspector.

### Registration and Operation of Plants

Prior to 1950, registration of plants was required by six provinces. During the decade, this requirement was imposed by three more provinces (Newfoundland, New Brunswick and Saskatchewan). In British Columbia, an amendment to the Boiler and Pressure-vessel Act passed in 1955 provides that a

certificate of inspection or an interim certificate serves as registration.

In all provinces, plants must be operated by a certified operator.

### Inspection of Plants

In order to ensure that boilers and pressure vessels are structurally safe, inspectorates in all provinces make inspections in connection with boilers and pressure vessels at several stages, from the examination of specifications on which construction will be based, to annual inspection of operating equipment.

With respect to these inspections, all provinces require the manufacturer to submit to the Chief Inspector for approval and registration the design of boilers and pressure vessels before construction is begun. Likewise, all provinces require that shop inspections be carried out by departmental inspectors during manufacture.

On completion of construction, all provinces except Ontario require the manufacturer to submit an affidavit to the effect that fabrication of a boiler or pressure vessel is in accordance with an approved and registered design. Ontario requires the boiler to have certain identification markings.

Boilers and pressure vessels are also inspected during the installation stage. Installation inspections are required by legislation or are the practice in all provinces; in Quebec, this provision applies to boilers and pressure vessels in public buildings as well as to those in industrial and commercial establishments.

During the fifties, annual inspection requirements for boilers and pressure vessels became stricter. In Ontario, a provision in the Boilers and Pressure Vessels Act, 1951, introduced a new requirement making it obligatory for insurance companies to perform an annual inspection of insured boilers; previously, they made an annual report of boilers and pressure vessels insured. In 1951 also, an amendment to the Saskatchewan Boilers and Pressure Vessels Act provided that every boiler or pressure vessel is subject to inspection or registration annually. In 1959, New Brunswick's new Stationary Engineers Act provided for the annual inspection of insured boilers and pressure vessels; this provision previously applied to uninsured boilers and pressure vessels. All provinces now require the annual inspection of boilers and pressure vessels, but some provinces provide for less frequent inspection of certain types of less hazardous equipment.



Another type of inspection which inspectorates make to help ensure the structural safety of boilers and pressure vessels is concerned with welding procedures. Approval of welding procedures is now required by legislation, or is the practice followed, in all provinces.

### Qualification and Certification of Operators

In 1950, certification by examination was general for boiler and pressure vessel operators throughout Canada, but until 1953 Nova Scotia also granted certificates on the basis of service or experience. In all provinces, stationary engineers and other operators must now hold certificates, which are renewable annually, except in British Columbia, where they are granted for life, unless cancelled.

With respect to stationary engineers, provision was made during the decade for a fourth class engineer classification by Manitoba, New Brunswick and Alberta. All provinces now have first, second, third and fourth class stationary engineers classifications. In 1960, Ontario made two important changes in the qualifications required by engineering graduates who wish to qualify for a stationary engineer's certificate. The minimum qualifying experience for a person who holds a degree in engineering from a Canadian university, or other university approved by the Board of Examiners, was reduced to 36, 24, 12 and 3 months for a first, second, third and fourth class stationary engineer, respectively. The minimum age at which the holder of an engineering degree can obtain a first class stationary engineer's certificate was reduced from 28 to 25.

During the decade several provinces took steps to separate the refrigeration plant operators' licences and operating engineers' licences. In 1953, Newfoundland permitted a person with experience in a refrigeration plant but who lacked the qualifications for a stationary engineer's certificate to be examined for a certificate authorizing him to operate a refrigeration plant. In 1957, Ontario amended the Operating Engineers Act, 1953, establishing a new classification, refrigeration operator (class A). A person holding this class of certificate can operate a refrigeration plant of unlimited horsepower. Previously, only a first or second class stationary engineer was eligible. Quebec and Nova Scotia also have separate refrigeration operator classes for which the operator is not required to have stationary engineers' qualifications.

Prior to 1950 seven provinces required the testing of boiler and pressure vessel welders.

This requirement was also imposed by Newfoundland in 1950, and by New Brunswick in 1956, so that in all provinces welding may now be done on a boiler or pressure vessel only by an operator whose qualifications have been established by welders' qualification tests. Re-testing of welders is required annually in Newfoundland, Quebec, Manitoba, Alberta and British Columbia, every 12 to 18 months in New Brunswick and Saskatchewan, and whenever an inspector may require in Nova Scotia and Ontario. In Ontario, welders must also be re-tested when changing employers.

During the fifties, Ontario incorporated into the Boilers and Pressure Vessels Act several amendments that provided for stricter control over welders' qualifications. The Act now specifically states that a welding operator must pass welding qualification tests as required by the Chief Inspector, be tested under an approved procedure and may not weld except under an approved procedure. Each welder must carry an identification card showing the name of his employer and the class and position of welding for which he is qualified. He must be re-tested and issued a new identification card before he can work for a new employer. An obligation is placed on both the employer and the welder to ensure that the welder performs only the class or position of welding for which he is qualified. In 1956, British Columbia amended its regulations to require the certification of welders on gas pipelines.

For many years before the past decade, certain provinces required a candidate for a boiler and pressure vessel operator's certificate to be a British subject. This provision, repealed by Ontario in 1953 and by Nova Scotia and Manitoba in 1956, is no longer in effect in any province.

### Powers of Inspectors

Boiler inspectors already had a substantial measure of authority to deal with hazardous conditions in the legislation of most provinces prior to 1950. Their authority was clarified in some provinces during the decade since then. In all provinces, inspectors now have power to shut down a boiler or pressure vessel where dangerous conditions exist.

Ontario, where similar authority had been given to inspectors in the earlier legislation, incorporated a provision in the Boilers and Pressure Vessels Act, 1951, to the effect that if a boiler is unsafe or operated dangerously, an inspector, on instructions of the Chief Inspector, may cancel the certificate of inspection or certificate of approval. Another



comprehensive provision in this Act specifies that an inspector may issue an order to an owner or person responsible on any matter pertaining to the safety of a boiler or pressure vessel. For non-compliance with an inspector's order the Chief Inspector may shut down the boiler or pressure vessel or cancel the certificate of inspection.

Similarly, the New Brunswick Stationary Engineers Act, passed in 1959, which sets out the powers of inspectors explicitly, includes authority to enable an inspector to prevent the operation of an unsafe boiler or pressure vessel.

The Newfoundland Boiler and Pressure Vessel Act, 1959, also gives inspectors authority to deal quickly with hazardous situations. The new Act will enable an inspector to seal an unsafe boiler or one operated dangerously, but he must immediately notify the Chief Inspector. Another new provision contained in the 1959 Act states that if the design of a boiler or pressure vessel has not been approved, or if it is operated without a certificate of inspection or approval, an inspector may, at the direction of the Chief Inspector, and with the approval of the Minister, shut it down and seal it. A person who is dissatisfied with a decision made by an inspector may appeal to the Minister. A similar provision for appeal to the Minister is contained in the legislation of four other provinces.

### Adoption of Codes

The main code used in Canada with respect to boilers and pressure vessels is one developed by the Canadian Standards Association, known as "C.S.A. B51, Canadian Regulations for the Construction and Inspection of Boilers and Pressure Vessels." This Code, with modifications, was adopted by, or used as a standard by, several more provinces during the decade, and is now so used by all provinces.

Six editions of this Code have been issued, the first in 1939, and the sixth in 1960. Adopted in the Code itself as standards governing the design, fabrication, installation, testing and inspection of boilers, pressure vessels, piping and fittings are the latest editions of the following codes of the American Society of Mechanical

Engineers: "Power Boilers," "Material Specifications," "Low Pressure Heating Boilers," "Unfired Pressure Vessels," "Qualifications for Welding," "Suggested Rules for the Care of Power Boilers," "Boilers of Locomotives," and "A.S.A. Code B31.1 for Pressure Piping."

Another code that is widely used in Canada is "C.S.A. B52, Mechanical Refrigeration Code." It has been adopted as regulations or is required to be used for reference in nearly all provinces.

### Reporting of Accidents

Prior to 1950, the boiler acts or regulations of all provinces, except Ontario, Newfoundland and New Brunswick, had provisions requiring the reporting of accidents. In Ontario, this requirement, already contained in the Factory, Shop and Office Building Act, was also incorporated in the Boilers and Pressure Vessels Act, 1951. Newfoundland's Act, which came into force in 1950, had a similar provision, as did the new Act in New Brunswick in 1959.

The boiler acts or regulations of all provinces now stipulate that an explosion or accident causing death or serious injury to any person that occurs in connection with the operation of a boiler or pressure vessel must be reported by the owner, or person acting on his behalf, to the Chief Inspector (Minister of Labour in Manitoba) immediately after the explosion or accident, by telephone or telegraph (in Quebec, by written notice; in Alberta, a full report in writing, by registered mail, within 24 hours).

Under all Acts, excluding New Brunswick, there is a provision that no part of a boiler or pressure vessel may be removed or its position altered after an explosion or accident, except for the purpose of rescuing injured persons, without permission of an Inspector (the Chief Inspector in British Columbia).

In Saskatchewan, a fire involving a compressed gas plant or installation must be reported immediately by telephone or telegraph. In Nova Scotia, any accident which renders a boiler or pressure vessel inoperative must also be reported immediately, with detailed information, to the Chief Inspector.

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Crews of foreign-flag ships owned by Americans are covered by the Taft-Hartley Act, The U.S. National Labor Relations Board has ruled. The Board voted three to two that its jurisdiction was not affected by flag of registry, nationality of the crew, U.S. policy toward the ships, or the terms of treaties. The minority on the Board supported a plea made by the Government that such a ruling would force transfer of registry in Panama, Liberia and Honduras to flags under which the vessels would be lost to the United States in a national emergency. The Board asserted that in spite of its ruling, many of the economic advantages to owners of present foreign registry remain.

## Review of U.K. Research on Aging

Recent research in the United Kingdom on subject of aging is reviewed in new book prepared by the U.K. Department of Scientific and Industrial Research

A review of recent research on the subject of aging has been prepared in the Department of Scientific and Industrial Research in the United Kingdom. The review, *The Older Worker and His Job*, by Hilary M. Clay, defines older workers as those aged 40 and over.

The review says the research findings suggest that where there is a choice between doing a job quickly but making mistakes, or doing it accurately but taking longer, the older man prefers to concentrate on accuracy. Although he may become slower, he is often able to compensate for loss of speed by wasting less material in substandard products and may, therefore, maintain a better output than someone who works more quickly but less accurately.

A survey of 95 production operations in 24 firms made it clear that, among several factors studied, the most serious difficulty for older people came from demands for speed. The difficulty was especially severe when there was a rigid requirement to keep pace with fast acting machinery. It appears that where it is impossible to reduce the speed of working, difficulty for older people may be reduced by introducing some degree of flexibility into the timing of the work, so that an older worker who is slow at one moment may make up the time in the next. Flexibility of this kind is one of the advantages of "buffers" commonly found between positions on conveyer lines.

In general, the results of investigations into physical changes with age reveal that maximum muscular strength and speed of recovery from exertion reach a peak in the 20's and 30's and decline gradually in the 50's and 60's. Although strenuous and unremitting muscular work is difficult for older people, frequent brief rests make quite severe muscular effort possible, at least by those in good physical condition.

The older worker finds the demands of heavy physical labour less exacting—providing he is not barred from such work on medical grounds—than lighter work involving pressure for speed.

Laboratory studies have in some instances indicated that performance at learning falls off from the late teens or twenties. They have also indicated, however, that this fall-off is not the result of inability to learn.

If older people can understand clearly what they have to master and certain points about their training are carefully watched, they learn remarkably well. Older people appear to learn as well as younger people provided they can master a little at a time and the pace of their training is not forced. This means that if they are allowed longer for the training period, they can often learn satisfactorily.

An example of this was a study of London tram drivers who were being retrained as busdrivers. The numbers who passed a three-week course declined after the early 30's. But those who failed were able to take the course again, and almost all up to the age of 60 and the majority of those older than 60 were able to pass at the end of four to seven weeks.

Industrial training methods often require the trainee to learn a job by memorizing a verbal description, and his progress may be measured by the amount he can recall in words. There is some evidence that this penalizes the older trainee, who may find it easier to learn by doing rather than by memorizing. A grasp of what they have to do, and initial success, prevent them from becoming discouraged, thus avoiding one of the dangers to successful training.

An experiment in training older women to do invisible mending provides an example of the effectiveness of giving attention to these points. Previous attempts, by demonstration and description, to train older workers in wool textile mills to do this task were unsuccessful because the workers had difficulty in understanding the weaves.

The experiment was designed to ensure that the task was never too difficult for the trainee to understand, and to prevent discouraging mistakes in the early stages. The trainees first learned the detailed patterns of the weaves by using cloth especially woven with larger threads than normal, and by copying them on small frames using thick elastic instead of thread. Once the weaves were mastered, they were able to transfer to normal cloth. The fact that the trainees constructed the weaves themselves meant that they were not dependent upon verbal descriptions or memorizing. The result was that the older trainees (aged 30 to 50) learned much faster than younger ones just out of school.

## Survey U.K. Firm's Married Women Workers

London School of Economics questions 200 married women employees of biscuit company whose labour policy is designed to attract married women to find out why they work, how working affects home life, what sort of job record they had

Two hundred married women working at the Peek Frean biscuit factory in Bermondsey, London, England, most of them on a part-time basis, were questioned over a two-year period by social scientists from the London School of Economics to find out why they were working for pay, how it affected their home life, and what sort of job record they compiled.

The findings of the survey have now been published in a preliminary report, *Woman, Wife and Worker*, by the Social Science Department of the London School of Economics. The report is available from Her Majesty's Stationery Office.

Extracts from the report follow:

**Why did they work?** "From what the women themselves said, there was no doubt that they worked mainly for financial reasons... For most women the aim was a higher standard of living for their families. What they meant by a high standard varied, but much of their earnings went on refurnishing and redecorating their homes, a more varied diet and the durable 'consumer goods'. It also went on better clothing for the whole family and pocket money and toys for the children. The family holiday, once often confined to hop-picking expeditions, became a major new pleasure.

"Many women also mentioned, as a subsidiary reason, the restricted and lonely life they led with small families in small homes, from which the husband and children were absent most of the day. 'Coming to work keeps me young' one said and there was a widespread feeling that if work were given up, the social contacts of the factory would be missed. Work was taken, though, as a means of helping the family, not as an escape from it."

**How do things work out at home?** "In nearly every case, the factory job took second place to the family, and work hours had to fit in with domestic responsibilities.

"The interviews gave little evidence of ill effects on the children and local informed opinion, including that of teachers, health visitors and probation officers, could produce no consistent view on the consequences for the child, of the mother's employment. They agreed that Bermondsey, from which Peek Frean drew a third of its employees, had remarkably little official trouble over

its children and this despite its long tradition of married women's employment...

"Most of the women depended on modern, easy-to-manage homes and labour-saving devices, and the husband took a much greater share of domestic responsibility. In some cases he had been firmly incorporated into the weekly routine of washing and floor-polishing, as well as a sitter-in when his wife is on evening shift..."

"But the main burden still fell upon the women. In most cases, they managed well because they had developed a highly disciplined work time-table."

**What problems faced management?** "The management of the biscuit factory helped the wives to adjust to their dual role by a labour policy designed to attract married women. Part-time work and an elaborate pattern of shifts were developed to enable the women to cope with both factory and domestic work with a minimum of upset. Nevertheless, labour wastage, particularly in the early months of employment was high..."

"Employing married women part time presented the firm with many problems but once adjustments were made the venture was an economic success... In many cases the common conception of the part-time married women as unreliable and a bird of passage was clearly refuted..."

"Absenteeism, however, remained a problem for management, which it tried to tackle by a careful policy of recruitment and allocation. Women were only engaged whose circumstances appeared to make the dual job possible. A likely absentee was not placed in a key position and the choice of shifts was planned to meet most individual domestic needs."

### Woman Appointed to New U.N. Post

Miss Phyllis Burns, a native of Nova Scotia, has resigned her position as Director of Welfare Services at the Canadian Welfare Council, Ottawa, to accept an appointment as a social affairs officer in the Secretariat of the United Nations, a newly-created position in a relatively new program.

Her main function will be to provide technical consultation for the social service programmes receiving financial aid from the United Nations Children's Fund.



## 50 Years Ago This Month

Union members urged to support candidates "pledged to support the interests of the working class"—at 1911 labour convention. Other resolutions call for the establishment of labour college, universal eight-hour day, reduced immigration

The April 1911 LABOUR GAZETTE reported that one of the resolutions passed at the convention of the British Columbia Federation of Labour in March that year urged upon "the membership of organized labour the necessity of supporting those candidates who are pledged to support the interest of the working class."

Another resolution stated that "this convention is in favour of the establishment of an educational institution, supported and controlled by organized labour, for the instruction of its members in the fundamental principles of our modern industrial system."

The convention adopted a resolution protesting against assisted immigration, and especially criticizing the immigration methods of the Salvation Army. A resolution proposing that a delegate be sent to England to counteract the work of immigration societies was defeated.

In another resolution, "the Federation advocated the entire exclusion of Chinese, or failing that, that the head tax be raised from \$500 to \$1,000," the LABOUR GAZETTE reported.

The delegates went on record as favouring a universal work day of not more than eight hours.

The convention also passed resolutions protesting the marching of prisoners through the streets and allowing them to compete with free labour; in favour of the principle of co-operation; asking for an eight-hour day for all women employees; and condemning abuses of the Factory Act said to be prevalent in laundries.

### Strikes in March 1911

"The strike of coal miners at Springhill, N.S., which had begun on August 11, 1909, still continued throughout March, about 1,000 men being involved. The only change in the situation reported during March was the formation of the town into a police district, so that the authorities might be better able to preserve order," the GAZETTE reported.

The local correspondent at Amherst, N.S., said that the strike at Springhill was still curtailing the output of the collieries in that place.

The LABOUR GAZETTE reported that while the factory of the Toronto Carpet Manufacturing Company in Toronto was closed in March for stockpiling, the management was notified that their Brussels weavers had joined a union. The company thereupon issued a memorandum to the weavers reminding them that for its employees to join a union was against the rules and regulations that all employees had signed when they were engaged, and that by breaking the rules in this way they rendered themselves liable to discharge.

The memorandum went on to say, "Any Brussels weaver wishing to enter our employ again will be required to sign an agreement, pledging himself not to belong to any union. This pledge will be enforced. Our mill will be run absolutely as a non-union shop, which it has been ever since we started." The company promised to look into any grievance, "and, if advisable and possible, to remedy it."

About 114 men were involved in this dispute, which started on March 26 and continued until September 5, when the men returned to work on the understanding that the shop should be strictly a non-union one.

### Company Welfare Department

A welfare department organized about a year earlier by the McClary Manufacturing Company of London, Ont., was described in the April 1911 issue of the LABOUR GAZETTE. This was one of the first departments of the kind to be established in a Canadian factory, according to the report.

Welfare work, as applied to factory or shop employees, was described by an unidentified authority quoted in the report as "anything done by the employers for the welfare of their employees which they are not compelled by law, or expected by common custom to do."

Services of McClary's welfare department described in the report included the provision of a graduate nurse to advise on sanitary conditions in the plant, and give first aid, etc.; the setting up of a small hospital in the plant for dealing with emergency cases; establishment of a cafe for the employees at each plant; and provision of a library at each plant for the use of the employees.

# INTERNATIONAL LABOUR ORGANIZATION

## 148th Session of ILO Governing Body

Meeting appoints 12 of 13 members of Board of International Institute for Labour Studies, recommends increasing Governing Body membership from 40 to 48

At its 148th Session, held March 7 to 10 in Geneva, the ILO Governing Body:

—Appointed 12 of the 13 members of the Board of the International Institute for Labour Studies.

—Recommended an amendment to the ILO Constitution which would increase Governing Body membership from 40 to 48.

—Transmitted, for final approval by the next session of the International Labour Conference in June, a 1962 budget of \$11,003,149, compared with a 1961 budget of \$9,857,110.

—Considered the reports of several recent ILO technical meetings and laid the basis for action to be taken on conclusions and recommendations adopted by those meetings.

Appointed to the Board of the International Institute for Labour Studies were six members of the Governing Body, who will serve concurrently with their Governing Body membership, and four others, proposed by the Director-General for three-year terms on the basis of their international experience and knowledge of educational and labour problems (See box, page 366). A fifth nominee from the African continent will be proposed by Mr. Morse as member of the latter group at the next session of the Governing Body in June.

Examining a proposal made by 22 Government delegates to the 44th (1960) Session of the International Labour Conference, the Governing Body laid the basis for amendment of the ILO Constitution to provide for an increase in Governing Body membership. Under the proposal adopted by the Governing Body, the 1962 Session of the Conference will be asked to amend Article 7 of the Constitution to increase the number of Governing Body members from 40 to 48. This would provide 24 Government members instead of 20, as at present; and 12 Employer and Worker members instead of 10 as at present. The number of Governments holding permanent seats as states of "chief industrial importance"—Canada is one—would remain at 10.

The draft budget presented by ILO Director-General David A. Morse provides

for the creation in 1962 of a second ILO Field Office in Africa and for increased expenditures on ILO practical activities which do not depend on the technical assistance budgets of the United Nations. This includes particularly activities connected with rural development, workers' education, management training, assistance in the social and labour fields and a program designed to permit citizens of member states of the ILO to be engaged for periods of short duration.

The Governing Body held an extensive debate on the effect to be given to a resolution adopted by the 1960 Session of the Conference concerning action to be taken in connection with the Discrimination (Employment and Occupation) Convention No. 111, adopted by the Conference in 1958. The Governing Body asked the Director-General to submit for decision at its session next November detailed proposals taking into account the opinions expressed during the debate.

Also adopted were reports by its Committees on Industrial Committees, on International Organizations, on Operational Activities, and on the Application of Conventions and Recommendations.

In considering conclusions and recommendations of six recent ILO meetings and Conferences, the Governing Body:

—Approved the recommendations of the First African Regional Conference, held at Iagos, Nigeria, last December, for further ILO action in Africa. The conclusions of this meeting call for various measures including the recruitment of African officials by the ILO and the solemn appeal by which the Conference asked that all African States members of the ILO periodically study the International Labour Conventions with a view toward assuring their application and ratification.

—Asked the Director-General to communicate to member governments conclusions of the Permanent Agricultural Committee, which held its sixth session at Geneva last October and November, concerning social services and social legislation in agriculture.

## Members of the Board of the International Institute for Labour Studies

Members of the Board of the International Institute for Labour Studies include the Director-General of the International Labour Office, who acts as chairman, and the Conseiller d'Etat in charge of the Department of Public Instruction of the Republic and Canton of Geneva (a post now held by Alfred Borel); six members of the Governing Body; and five others "of outstanding international experience having a knowledge of educational and labour problems."

Appointed at the 148th Session of the ILO Governing Body were:

*Governing Body Members* (who will serve concurrently with their Governing Body membership): Prof. Roberto Ago of Italy, Chairman of the Government Group, and Morio Aoki of Japan, Permanent Delegate of Japan to the International Organizations in Geneva, for the Government Group; Pierre Waline of France, Chairman of the Employers' Group, and Fernando Yllanes-Ramos of Mexico, Adviser and Member of the Executive Board of the Mexican Confederation of Industries, for the Employers' Group; and Gangadhar D. Ambekar of India, General Secretary, Rashtriya Mill Mazdoor Sangh, Bombay, and Willi Richter of the Federal Republic of Germany, International President, German Confederation of Trade Unions, for the Workers' Group.

Chosen as members "of outstanding international experience having a knowledge of educational and labour problems" and named to three-year terms were:

Ambassador Julio Barboza-Carneiro of Brazil, representative of the Government of Brazil accredited to the ILO, a former member of the Governing Body and its chairman in 1958-59, and a member of the consultative group which advised the Director-General in working out the plans for the Institute.

T. H. Carroll of the United States, President of George Washington University, former Assistant Dean of Harvard School of Business Administration and former Dean of Syracuse University College of Business Administration and of the School of Business Administration of the University of North Carolina, and a vice-president of the Ford Foundation until 1960.

A. E. Grigorieff of the Soviet Union, Doctor of Economics, holder of the Chair of Labour Economics and Deputy Director of the Moscow State Institute of Economics, member of the Scientific Council of the Scientific Research Institute for Labour Problems of the State Labour and Wages Committee of the Council of Ministers of the U.S.S.R.

Ali Gritley of the United Arab Republic, Chairman of the Bank of Alexandria and member of the Board of the Egyptian Economic Development Organization, former professor of economics at the University of Alexandria and once Deputy Governor of the National Bank of Egypt and Minister of Finance and Economy.

Previously named as first Director of the Institute was Sir Douglas Copland, KBE, CMG, of Australia (L.G., Jan., p. 41).

—Asked the Director-General to distribute the report of the Inter-American Study Conference on Labour-Management Relations, held last November in Montevideo

(L.G., Jan., p. 40), and to take into account the experience of this meeting in developing the ILO action program on labour-management relations.

## Grants to the International Institute for Labour Studies

The Canadian Labour Congress late in February made a contribution of \$2,000 to the endowment fund of the ILO International Institute for Labour Studies.

Announcing the grant, ILO Director-General David A. Morse stated: "I am most pleased to welcome this grant from the Canadian Labour Congress made through its President, Mr. Claude Jodoin. This is the first grant made by a trade union organization to the endowment fund of the Institute.

"It therefore underlines the tripartite character of the ILO's initiative in launching the Institute by demonstrating the support of the trade union movement as well as of governments and employers for the Institute's goals. This is a further demonstration of the firm support which Canadian labour has given to the ILO since its establishment; and is tangible evidence of the Canadian Labour Congress's concern with the improvement of workers' living standards throughout the world, and particularly in the developing countries, to whose problems the Institute will give special attention".

In late February also, a group of Peruvian employers made a second contribution of \$5,000 to the endowment fund. The

Peruvian employers last November made an initial gift of \$10,000.

In March the Government of The Netherlands announced that it will contribute \$122,000 to the endowment fund. The \$122,000 donation, to be paid in two equal instalments in 1961 and 1962, corresponds to the annual contribution of The Netherlands of 1.22 per cent, to the regular annual budget of the ILO.

The French Government has decided to make an important contribution to the endowment fund but the amount has not been announced. The Government of Switzerland has also announced its intention to make a contribution.

Previously announced have been the following contributions:

Federal Republic of Germany, \$726,000  
Chile, \$4,000  
India, \$100,000  
Tunisia, \$5,000  
National Confederation of Industry of Brazil, \$10,000  
Morocco, \$8,000  
Sudan, \$1,000.

The Netherlands' gift last month brought the endowment fund to \$1,017,000.



# TEAMWORK in INDUSTRY

Good labour-management relations and a successful business go hand-in-hand, according to Gerry R. Decorato, manager of Plant 59, largest Continental Can Company plant in Canada, at St. Laurent, Que. "Here at Plant 59 we have always enjoyed good relations between the Company and the three unions representing our organized employees," he said. "Regular labour-management meetings present an opportunity to discuss problems on safety, house-keeping and efficiency from the viewpoint of everyone from the worker to the plant manager.

"Our record in these and many other aspects of our business, such as quality and service, prove that good labour-management relations and a successful business go hand-in-hand."

Deliberations at joint consultation meetings of labour and management at Plant 59 are guided by the principle that it is not *who* is right that is important but *what* is right, according to personnel supervisor John R. Brick. Company and union representatives alike have firmly endorsed the soundness of this approach to all aspects of plant operation, he said.

"These meetings give the employees a means of bringing to the company's attention items which they feel should be investigated or corrected," he stated. "Prompt investigation and action will often prevent the development of a serious grievance. If there are any misunderstandings, the labour-management meeting is a good place to clear them up."

Expanding further on the subject of labour-management communications in industry, Mr. Brick stated that the best way to handle plant rumours is to anticipate them in advance and prevent their outbreak and circulation by providing employees with a clear, detailed explanation before changes are introduced. "If we are about to take a certain course of action," he explained, "our first thought is to get it across to the unions concerned. We don't want our employees to have to guess what's in our minds. It isn't fair to an employee to leave him in the dark when your course of action involves his interest and welfare as well as your own."

Rodolphe Gagné, president of Local 23908, Canworkers Union, CLC, has asserted that plant morale is furthered

when individual employees are given the opportunity to discuss company proposals. "This is one of the valuable contributions labour-management consultation is making to Canadian industry," he declared recently.

Mr. Gagné also stated that he considered labour-management committees the proper outlet for the introduction and explanation of company policies. "Just as important," he added, "is the fact that they give employees the feeling of being better informed and of playing a larger part in company affairs than what their specific job would entail."

John Trumpler, shop delegate of Local 27, Amalgamated Lithographers of America (CLC) and Roger Jeanneau, president of Local 57, Office Employees' International Union (AFL-CIO/CLC) echoed the sentiments of Mr. Gagné.

Great importance is attached to individual effort at Plant 59. Management maintains that the ultimate success of labour-management plant programs—whether they are concerned with efficiency, productivity, product quality, customer service, absenteeism or morale—depends on the individual employee's response and contribution.

They point to their latest safety record, "the third million accident-free hours within three years," as an example. The plant's 850 men and women, working as a team, have achieved that record.

Speaking to a recent convention of the Canadian Construction Association in Toronto, CLC President Claude Jodoin remarked that neither industry nor labour should expect governments to continually pass legislation to settle their problems. "Better labour-management relations are not likely to be the product of legislation," he said. "This must come rather from a development of trust and understanding and from experience in working together."

Referring to the long association between the construction industry and the trade union movement, Mr. Jodoin asked his audience to remember that "what we have in common far outweighs the points on which we may happen on one occasion or another to disagree. Industry and the building trades unions should go on pioneering toward a better labour-management relationship for the benefit of all."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during February. The Board issued three certificates designating bargaining agents and rejected three applications for certification. During the month the Board received six applications for certification.

### Applications for Certification Granted

1. Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of clerical employees and comptometer operators employed by the Canadian National Railways in its Purchasing and Stores Accounting Centre, Winnipeg (L.G., Feb., p. 153).

2. Canadian Brotherhood of Railway, Transport and General Workers on behalf of a unit of clerical employees and comptometer operators employed by the Canadian National Railways in its Purchases and Stores Accounting Centre, Montreal (L.G., Feb., p. 154).

3. International Longshoremen's Association, on behalf of a unit of employees of Hamilton Terminal Operators Limited regularly employed in the checking and transporting of cargo to or from ships, trucks or railway cars and in the handling of cargo inside or outside its terminal at the foot of Wellington Street, Hamilton, Ont. (L.G., Mar., p. 256).

### Applications for Certification Rejected

1. International Longshoremen's and Warehousemen's Union, Local 503, applicant, Tahsis Company Limited, Tahsis, B.C., respondent, International Woodworkers of America, Local 1-85, intervener, and the Attorney-General for British Columbia, intervener (L.G., Nov. 1960, p. 1140). The application was rejected because, in the opinion of the Board, the proposed unit was not appropriate for collective bargaining having regard to the manner in which the operations of the company were carried on,

including, among other things, the interchangeability of the shiploading employees with the larger group of employees of the company.

2. General Truck Drivers' Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Moloughney's Van and Storage Limited, Ottawa, Ont., respondent (L.G., Mar., p. 255). The representation vote directed by the Board was not proceeded with because a request was received from the applicant for permission to withdraw the application. The request was denied and the application was rejected because the applicant failed to satisfy the Board that a majority of the employees supported the application.

3. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Canadian National Railways, respondent (891 St. Paul St. W. Section of the Data Processing Department, Montreal). (This application was received in December but was inadvertently omitted from the list that appeared in the February issue.) The application was rejected because, in the opinion of the Board, the proposed unit was not appropriate for collective bargaining.

### Applications for Certification Received

1. International Association of Machinists, on behalf of a unit of aircraft maintenance and fleet service employees employed at Gander, Nfld., by the Seaboard & Western Airlines, Incorporated, New York, N.Y. (Investigating Officer: W. L. Taylor).

2. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of employees of the Frontenac Broadcasting Company Limited employed at CKWS-TV, Kingston, Ont. (Investigating Officer: G. A. Lane).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.

3. Whitehorse Local 2499 of the United Brotherhood of Carpenters and Joiners of America, on behalf of a unit of carpenters employed in the Yukon Territory by the Bennett & White Construction Company Limited, Vancouver (Investigating Officer: D. S. Tysoe).

4. Canadian Air Line Pilots Association, on behalf of a unit of pilots employed by TransAir Limited, Winnipeg (Investigating Officer: J. S. Gunn).

5. General Truck Drivers' Union, Local 938 and Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters,

Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees employed by Asbestos Transport Ltd., Asbestos Eastern Ltd., and Eastern Transport Ltd., Richmond County, Que., and Toronto, Ont. (Investigating Officer: C. E. Poirier).

6. General Truck Drivers' Union, Local 938, and Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees employed by St. Johns (Iberville) Transport Co. Ltd., Iberville, Que., and Toronto, Ont. (Investigating Officer: C. E. Poirier).

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During February, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. TransAir Limited, Winnipeg, and International Association of Machinists (Conciliation Officer: J. S. Gunn).

2. Canadian Broadcasting Corporation, and National Association of Broadcast Employees and Technicians (Conciliation Officer: F. J. Ainsborough).

3. Alaska Cruise Lines Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: D. S. Tysoe).

4. Shell Canadian Tankers Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie).

5. Northern Cleaning Agencies Inc., Montreal, and Local 298 of the Building Service Employees' International Union (Conciliation Officer: Rémi Duquette).

### Settlements Reported by Conciliation Officers

1. Robin Hood Flour Mills Limited, Saskatoon, and Local 342 of the Cereal Workers Division of the United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn) (L.G., Feb., p. 155).

2. Pacific Western Airlines Ltd., Vancouver, and Lodge No. 1500 of the International Association of Machinists (Conciliation Officer: D. S. Tysoe) (L.G., Feb., p. 155).

3. Robin Hood Flour Mills Limited, Moose Jaw, Sask., and Local 201, United Packinghouse Workers of America (Conciliation Officer: J. S. Gunn) (L.G., Feb., p. 155).

4. Vancouver Barge Transportation Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: G. R. Currie) (L.G., Dec. 1960, p. 1295).

5. Shipping Federation of British Columbia, Vancouver, and International Longshoremen's and Warehousemen's Union (Locals 506, 507 and 510) (Conciliation Officer: G. R. Currie) (L.G., June 1960, p. 604).

### Conciliation Boards Appointed

1. Radio Station CJMS Limited, Montreal, and National Association of Broadcast Employees and Technicians (L.G., Dec. 1960, p. 1295).

2. Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Caledon Terminals Ltd., Pittston Stevedoring Corp. of Canada, and Locals 1869 and 1842, Toronto, of the International Longshoremen's Association (L.G., March, p. 257).

3. Tippet-Richardson (Ottawa) Limited, Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (L.G., March, p. 257).

### Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in January to deal with a dispute between The Western Union Telegraph Company, Cable Division, and American Communications Association (L.G., March, p. 257) was fully constituted in February with the appointment of His Honour Judge J. C. Anderson, Belleville, Ont., as Chairman. Judge Anderson was appointed by the Minister on the joint recommendation of the other two members,



John J. Urie, Ottawa, and Jean Pare, Montreal, who were previously appointed on the nomination of the company and the union, respectively.

2. The Board of Conciliation and Investigation established in January to deal with a dispute between Three Rivers Radio Inc. (Station CHLN) and National Association of Broadcast Employees and Technicians (L.G., March, p. 257) was fully constituted in February with the appointment of Godfroy Laviolette, Montreal, as Chairman. Mr. Laviolette was appointed by the Minister in the absence of a joint recommendation from the other two members, Taschereau Fortier, Quebec City, and A. O. Robindaine, Three Rivers, Que., who were previously appointed on the nomination of the company and union, respectively.

### Conciliation Board Report Received

Radio Station CHVC, Niagara Falls, Ont., and National Association of Broadcast Employees and Technicians (L.G., Jan., p. 45). The text of the report is reproduced below.

### Settlements after Conciliation Board Procedure

1. Canadian National Railways (Niagara, St. Catharines and Toronto Railway—Motormen, Conductors and Bus Operators), and Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Division No. 846 (L.G., Dec. 1960, p. 1295).

2. Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213, American Newspaper Guild (L.G., Nov. 1960, p. 1142).

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The Branch also acts as the administration arm of the Canada Labour Relations Board, in matters under the Act involving the Board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canadian Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprise British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

# Report of Board in Dispute between

Radio Station CHVC, Niagara Falls, Ont.

and

National Association of Broadcast Employees and Technicians

The Conciliation Board, R. V. Hicks, Q.C., company nominee; Miller Stewart, union nominee; and R. G. Geddes, Chairman, met with the representatives of the parties at the Sheraton-Brock Hotel, Niagara Falls, Ont., on December 8, 1960.

Present for the company were: S. E. Dinsdale, Counsel; B. Howard Bedford, President; A. Bokely, General Manager; J. P. Sanderson, Solicitor.

Present for the union were: E. B. Joliffe, Q.C., Counsel; Orval McGuire, International Representative.

After negotiating throughout the day it was established that the parties could not reach agreement.

The Conciliation Board makes no recommendations on the matters referred to it.

All of which is respectfully submitted.

(Sgd.) R. B. HICKS,  
Member.

(Sgd.) R. G. GEDDES,  
Chairman.

## MINORITY REPORT

I concur with the report of the Chairman of the Conciliation Board insofar as there was no evidence that would suggest that an agreement could have been negotiated between the parties before this board.

Inasmuch as application by the applicant in this dispute for right to prosecute the respondent for several violations of the Industrial Relations Act has been granted by the Minister of Labour, I recommend that such prosecutions be proceeded with by the union since there was no evidence before this board that the company were prepared to bargain under the procedures of that Act until the issue of these alleged violations has been resolved. Furthermore, I can see no reason why the licence to

broadcast of this station should be renewed until these issues have been settled.

Respectfully submitted,

(Sgd.) MILLER STEWART,  
Member.

## ADDENDUM

I felt that I would be remiss in my duties as a member of this Board if I failed to comment upon the supplemental report of the union nominee.

In my respectful opinion, nothing occurred nor were any statements made during the hearings and proceedings of the Board to support the statements made in the supplemental report. In addition, the allegations contained therein are totally irrelevant to these proceedings and, I submit, it is beyond the jurisdiction of this tribunal or any of its members, to offer any such gratuitous observations.

All of which is respectfully submitted.

Dated at Toronto, Ontario, this 31st day of January, 1961.

(Sgd.) R. B. HICKS,  
Member.

During February, the Minister of Labour received the report of the Board of Conciliation and Investigation established to deal with the dispute between the National Association of Broadcast Employees and Technicians, and Radio Station CHVC, Niagara Falls, Ont.

The Board was under the chairmanship of R. G. Geddes of Toronto. He was appointed by the Minister on the joint recommendation of the other two members, R. V. Hicks, Q.C., and Miller Stewart, both of Toronto, nominees of the company and union, respectively.

The majority report, which under the provisions of the Industrial Relations and Disputes Investigation Act constitutes the report of the Board, was submitted by the Chairman and Mr. Hicks. The minority report was submitted by Mr. Stewart.

The majority and minority reports are reproduced here.

The number of stoppages of work in progress in the United Kingdom in 1960 was 2,814, of which 17 were carried over from 1959.

In all stoppages of work in progress during 1960, there were 811,000 workers involved, of whom 116,000 were not party to the disputes. More than 165,000 more workers were involved in stoppages in progress during 1960 than in 1959.

The loss of time during the year amounted to 3,008,000 working days.

Nearly half of the increase of 704 stoppages of work beginning in 1960, to 2,797 from 2,093 beginning in 1959, was accounted for by a substantial increase in the coal mining industry.

The number of working days lost fell by about 24 million in 1960 compared with 1959.

# Canadian Railway Board of Adjustment No. 1

## Releases Decisions in Five Recent Cases

The Canadian Railway Board of Adjustment No. 1 has released its decision in five cases heard on February 14.

One case concerned a steward's claim for time lost. Another arose out of claims by spare firemen-helpers first out on the spare board to be called for service as hostlers at overtime rates of pay. A third case concerned a claim by a conductor and crew for a separate day's pay for snowplow service performed in addition to regular road switcher assignment. The subject of dispute in another case was a yardman's claim for eight hours at pro rata rate for delivering an engine to the shops after completion of his regular shift, and the fifth case concerned the dismissal of an engineer for being intoxicated on duty.

In first two cases the contention of the employees was sustained, in the third and fifth cases it was partly sustained. In the fourth case the Board agreed with the company's contention in respect of the disputed claim but said that the company should pay all other members of the crew as well as the one making the claim.

Summaries of the five cases, Nos. 751 to 755, are given below.

**Case No. 751**—*Dispute between Canadian Pacific Railway Company (SD & PC Dept.) and Brotherhood of Railroad Trainmen over a steward's claim for time lost.*

A steward booked sick on a Friday morning. The following Sunday evening, 15 minutes before reporting time for his regular assignment, he reported for duty and was told that, as he had not booked fit for duty, a replacement had been assigned to his regular run.

The union contended that the employee suffered monetary loss by being deprived from working on his regularly assigned run since he reported for it at the proper time and place as required by the operating schedule for regularly assigned employees.

The Company contended that the general practice for an employee who books off is to book fit for duty within a reasonable time prior to the reporting deadline, which is the only way that assures protection of his assignments. In this particular case, the Company claimed, every effort was made by the crew clerk to establish whether the employee was available for his regular duty and the replacement was called in only when the clerk had been unable to establish contact with the steward.

At the hearing, additional evidence was presented showing that the Company had

not properly investigated the claim and that requirements for booking "not available" and "available" for duty were not specific. The Board then sustained the employee's claim for payment of time lost.

**Case No. 752**—*Dispute between the Canadian National Railways (Great Lakes Region) and the Brotherhood of Locomotive Firemen and Enginemen concerning claims by spare firemen-helpers first out on the spare board to be called for service as hostlers at overtime rate of pay.*

Firemen-helpers assigned to spare boards who had completed five days in yard or yard and hostling service in a seven-day work week complained that they were not being called for service as hostlers but that such vacancies were filled by taking off their regular yard assignments junior firemen-helpers who had not completed their work week.

The union contended that if there were firemen on the spare board who were competent to perform hostling service, the agreement made it clear that they must be called to fill temporary vacancies; and that they could not, in order to avoid payment of overtime rates, be passed over in favour of other firemen who had not completed their regular work week.

Spare firemen who were not called according to the agreement had submitted claims and the company had declined the claims.

The company contended that the relevant article of the current agreement stated that firemen on spare boards would not be allowed to work more than five eight-hour shifts in any one week if other spare board men were available who could be used at straight time rates.

It further stated that the special agreement signed by the company and the union, effective May 1, 1959, which implemented the report of the conciliation board that found firemen were not needed on diesel locomotives in freight or yard service, gave firemen the right to up to 3,800 miles per month in freight service, or five days a week in yard service, in order of seniority and to the extent that service was available which had previously called for the employment of firemen.

This agreement, the company contended, made it clear that when a fireman-helper had worked five days in yard service the company had fulfilled its obligation to him, and that it was not required to pay premium rates when a spare fireman was not available for passenger or hostling service at pro rata rates.



The company cited the Board's decision in Case No. 716 (L.G., Sept. 1959, p. 936) in support of its opinion that passenger service and hostling were essential (as distinct from firemen's services in freight and yard service, which were "unessential") and as such must be protected without payment of a premium.

The contention of the employees was sustained.

**Case No. 753—Dispute between Canadian Pacific Railway Company (Eastern Region) and Brotherhood of Railroad Trainmen over a claim by a conductor and crew for a separate day's pay for snowplow service performed in addition to regular road switcher assignment.**

A conductor and crew were required to make a return trip with a snowplow on their assigned run before assuming their regular duty in road switcher service. When they submitted wage tickets claiming a separate day's pay in snowplow service, in addition to claims for a day's pay for their regular assignment, the Company told them that they were to be paid on a continuous-time basis for all service performed on that day, including the trip with the snowplow.

The employees contended that they should be paid for a separate tour of duty in snowplow service in addition to the payment received for their regular assignment in accordance with articles in the agreement governing work train service and road switcher service. They also asserted that road switcher service does not include the performance of any service the Company may ask the crew to do regardless of other rules specifically covering that service.

The Company contended that crews in road switcher service are to perform all services required within the assigned area of their territory, in this case 30 main track miles in any direction from the starting point. The crew in this case was paid on a continuous-time basis for all services performed, amounting to 10 hours and 40 minutes, with an overtime rate for time after eight hours of duty.

In support of its view the Company quoted the road switcher rule effective September 1, 1956, which provided that crews on five road switcher assignments, including the one in this case, would be paid on a straight hourly basis from time of reporting until time off duty. The bulletin advertising the five assignments specified that the crews on these assignments were to perform "all service that is required in the area to which they are assigned." The conductor involved was familiar with this bulletin at the time he applied for the job, which he had held since that time, the Company pointed out.

The Company claimed the conductor and the crew were paid correctly for all the service performed under the article governing road switcher service.

Upon receiving additional oral and written evidence from both parties, the Board formed the opinion that the proper method of payment for this crew would be payment for the snowplow service they performed under the work train rule of the current agreement, and payment for the rest of day under the road switcher rule.

The contention of the employees was sustained by the Board to the extent of payment for the actual time in work-train service under the rule governing such service, in addition to a minimum day in road switcher service.

**Case No. 754—Dispute between Canadian Pacific Railway Company (Atlantic Region) and Brotherhood of Railroad Trainmen over a yardman's claim for eight hours at pro rata rate for delivering an engine to the shops after completion of his regular shift.**

When a yardman working as yard helper completed his regular shift at Mile End Yard in Montreal, he was ordered to accompany the engine from the yard to Angus Shops. For this service, the employee claimed eight hours at pro rata rate, but his ticket was declined by the Company with the advice that the ticket should claim actual time spent in service on continuous time basis coupled with the regular shift.

The employees contended that in this case the yardman was used for a further tour of service separate from his assigned shift. In support of this view, they cited rules in the collective agreement that state: "Eight hours or less shall constitute a days work" and "yardmen shall be assigned for a fixed period of time, which shall be the same hours daily for all regular members of the crew."

The Company's contention was that the yardman was asked to accompany the engine to the shops before the completion of day's work and that, although he had worked from 4:00 p.m. to midnight, his work cycle for the day was not yet complete. Therefore, he was employed on a continuous tour of duty until released and subject to the article in the agreement that reads: "Yardmen assigned to regular shifts who are required to work in excess of eight (8) consecutive hours... will be paid for time worked in excess of eight (8) hours' continuous service... at one and one-half times the pro rata rate." The Company also pointed out that past practice has been to pay time and one-half on the minute basis for all time over the regular eight hours.

Additional oral and written evidence was presented to the Board by both parties in the dispute. It was established that the responsibility of the yard foremen for his engine extends until its delivery to shop or designated track. Because the shop track was at Angus in this case, the crew should have remained on duty until the engine was delivered there and the crew returned to the point designated for going off duty.

The Board decided that the crew as a whole should have been paid on continuous time basis ending with the yardman's return from the shop to the yard after delivering the engine.

**Case No. 755—*Dispute between the Canadian Pacific Railway (Atlantic Region) and the Brotherhood of Locomotive Engineers concerning the dismissal of an engineer for being intoxicated on duty.***

An engineer was dismissed for being intoxicated on duty on February 6, 1960, after an investigation into the refusal of the conductor and crew to operate the train with him as engineer.

The union contended that a violation of Rule "G" had not been clearly proved by the statements taken in connection with the case, and also that the investigation into the affair that led to the dismissal had not been conducted in strict accordance with the provisions of a relevant article of the current agreement between the company and the union. It contended that the engineer should be reinstated with full pay for all time lost.

A report of a study of collective bargaining in the steel industry, by the United States Department of Labor, recommends that government intervention in strikes in the industry should be late, informal and mediatory. It does not support the view that government should play a more active part in the settlement of important disputes.

The report is based on a study that extended over 14 months and was initiated during the 1959 steel strike by the former U.S. Secretary of Labor, James P. Mitchell. It was prepared under the direction of Prof. E. Robert Livernash, of the Graduate School of Business at Harvard University, with the help of the U.S. Bureau of Labor Statistics and outside economists.

Principal conclusions of the report are:

—Steel strikes have not been seriously harmful to the economy, largely because when a strike approaches the critical stage, pressures on the parties to reach a settlement become "substantially irresistible."

—In the interests of national defence, partial operation of the industry during strikes should be considered.

—Intervention by government early in the dispute tends to hinder and defeat negotiations, and has not furthered settlement or prevented strikes.

—Minor changes in the machinery for dealing with disputes that result in national emergencies are not likely to make early intervention more effective.

—Wage trends in the economy have not been predominantly influenced by settlements in the steel industry.

—The effects of steel settlements and industry decisions in regard to price policy on the general price level of the economy have been minimal.

—The exaggeration of steel strikes into national emergencies, with government intervention as a result, has tended to weaken the incentive to avoid strikes.

—If bargaining relationships between the parties do not improve, drastic legislation of some kind may be put into effect, even if it is neither wise nor necessary.

The Company submitted a long report of the incident in question, alleging that during the switching involved in making up the train, the engineer failed to respond correctly to several of the signals given by the head-end and rear-end trainmen, on one occasion attempting to back the train instead of moving ahead; that when the conductor went to the cab of the locomotive to investigate, he found on the floor at the engineer's feet a pint beer bottle half full of fluid with foam coming from the neck of the bottle; that the engineer at first refused to leave the cab but on being ordered off by the locomotive foreman and told to report to the company medical officer, he left the locomotive, went to his car parked nearby and drove off.

The company medical officer testified that when he saw the engineer about three hours later he showed signs of being seriously intoxicated. Shortly afterwards, at the booking-in room at the station and in the enginehouse, he was observed to have exhibited clear signs of intoxication.

At the investigation, all three members of the train crew, the Company said, stated that there were signs that the engineer was drunk and had been drinking while on duty.

The Board in its decision stated that in view of conflicting evidence presented during the hearings, and in view of the report of a committee that had been sent to the scene to investigate, the engineer should be reinstated, but without payment for time lost.



# LABOUR LAW

## Legal Decisions Affecting Labour

B.C. Supreme Court quashes 17 certification orders on ground that Board had exceeded jurisdiction; in another case upholds injunction restraining picketing. Ontario High Court upholds arbitration award granting damages against union

In British Columbia, the Supreme Court quashed the Labour Relations Board's certification orders on the ground of excess of jurisdiction when the Board certified a union as a bargaining agent for an almost province-wide geographic area where the employers were not at the time engaged in operations.

In another decision, the British Columbia Supreme Court, in a dispute within the scope of the federal I.R.D.I. Act, upheld an injunction restraining picketing where there was obstruction and intimidation on the part of picketers in support of a strike which was illegal.

In Ontario, the High Court, in upholding an arbitration award granting damages for breach of a collective agreement, ruled that the union as such was liable in damages which could be awarded and assessed by an arbitration board.

### British Columbia Supreme Court...

...quashes 17 certification orders applicable to areas where employers not at that time operating

On December 1, 1960, Mr. Justice Sullivan of the British Columbia Supreme Court quashed the Labour Relations Board's orders certifying Local 138 of the Brotherhood of Painters, Decorators and Paperhangers of America as bargaining agent for units of employees of some 17 painting firms. The Court held that the Board exceeded its jurisdiction when certifying a union in respect of geographical areas where the employers were not at that time engaged in operations.

On February 18, 1960, Local 138 (which is located in Vancouver) made 17 separate applications for certification as a bargaining agent of employees of 17 employers, all of whom were located in the Vancouver area. Each application contained the following question and answer: "Q5. At what place or places are the employees you wish to represent employed?—A. Province of British

Columbia, excepting that part of Vancouver Island south of Port Alice (S. of Lat. 50 deg. North), Kitimat, Kamano, Prince George and Dawson Creek." The applications involved some 126 employees.

A hearing was held by the Board on March 29, 1960. Prior to the hearing, however, certificates were granted in respect of the employees of 12 of the firms in question; the remainder of the certificates were issued on March 29, 1960, the actual date of the Board's hearing. Each certificate purported to confer upon the Vancouver-based local of an international union all bargaining rights in respect not only of the employees engaged in the employer's operations at that time, but also in respect of all employees who might in the future be employed by the employer elsewhere in British Columbia. Each certificate purported to extend this exclusive authority of the union to all areas of the province "other than Kitimat, Kamano, Prince George and Dawson Creek and that part of Vancouver Island South of Port Alice."

After the granting of certificates, the employers applied to the court to quash them. The employers asserted their right to enter into painting contracts in the localities outside the Vancouver area and to employ local painters or decorators, who then should have the right of determining whether or not Local 138 should represent them as bargaining agent. These employers were of the opinion that the exclusive certification in the case under review was oppressive, and that in the circumstances that none of them at that time had separate operations in progress in different parts of the province, such "blanket" or "geographic" certification was beyond the statutory power of the Board.

The relevant provisions of the B.C. Labour Relations Act are as follows:

S. 12 (1) Where a trade-union applies for certification for a unit, the Board shall determine whether the unit is appro-

This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.



priate for collective bargaining and the Board may, before certification, include employees in, or exclude employees from, the unit.

- (4) If... or if the Board is satisfied that a majority of the employees in the unit were, at the date of the application, members in good standing of the trade-union, the Board shall certify the trade-union for the employees in the unit.
- (12) Where an employer has separate operations in progress in different parts of the Province, if an application for certification of a trade-union for a unit is made, the Board may, if in its opinion the circumstances warrant such action, certify a trade-union for the unit in all the operations of the employer throughout the Province.

Counsel for the union and the Board argued that Section 12 (12) is redundant—an unnecessary and meaningless appendage. They contended that full and complete power to make the contested decisions and full legal authority to issue the certificates in question are vested in the Board by Section 12 (1) and (4), particularly when fortified by the saving provisions of Section 65, which reads:

65 (1) If in any proceeding before the Board a question arises under this Act as to whether:

- (i) A group of employees is a unit appropriate for collective bargaining:

the Board shall decide the question, and its decision shall be final and conclusive.

Counsel for the employer, on the other hand, argued that any multi-location or geographic certification by the Board of a Vancouver-based international trade union would have to depend for its validity upon the application of Section 12 (12) to the existing facts.

Under Section 12 (12) the Board may certify a trade union for the unit in all the operations of the employer throughout the province, provided that the employer has separate operations actually in progress in different parts of the province. The evidence presented to the Court showed, however, that none of the employers had separate operations in progress in other parts of the province than in the Vancouver area either at the time when the court dealt with the dispute or when the certificates were issued by the Board.

In Mr. Justice Sullivan's opinion, the contested certification orders could be justified only if the Board invoked Section 12 (12) of the Act; and the Board's right to invoke that statutory provision would have to depend upon an affirmative answer to the preliminary question: had it been shown in respect of any of the contested

certificates that at the time of the union's application for certification the employer in question had "separate operations in progress in different parts of the province" in addition to his home-based operations in the Vancouver area? That question was answered in the negative.

In the opinion of Mr. Justice Sullivan, the certificates issued by the Board granted exclusive jurisdiction to the union far in excess of the territorial limitations contemplated by Question 5 of the statutory form of "Application for Certification" and far in excess of what must have been the intention of the Legislature. Question 5 of the application: "At what place or places are the employees... employed?" required a more detailed answer than "Province of B.C." and would have reference to a presently existing situation—not to some enlarged sphere of operation that the union might consider in the future.

Mr. Justice Sullivan reached the following conclusions:

1. The jurisdiction of the Board to grant certification of virtually province-wide scope to any union must derive from the discretionary power vested in the Board by Section 12 (12) of the Labour Relations Act.

2. Such discretionary power of the Board is subject to and governed by the opening words: "Where an employer has separate operations in progress in different parts of the Province."

3. The evidence presented to the Court negates the existence of the condition precedent upon which the discretionary power of the Board must depend.

The Court quashed the 17 certificates issued to the union on the ground that the Board had exceeded its jurisdiction. *Re Labour Relations Board and Local 138, Brotherhood of Painters, Decorators and Paperhangers of America*, (1961), 26 D.L.R. (2d), Part 4, p. 261.

### British Columbia Supreme Court...

...rules picketing may be restrained when strike illegal and obstruction occurs; upholds injunction

On November 8, 1960, Mr. Justice Collins of the British Columbia Supreme Court, in proceedings in connection with a dispute governed by the federal Industrial Relations and Dispute Investigation Act to dissolve an interim injunction against picketing, ruled that where the strike is illegal and where there is obstruction and intimidation on the part of a substantial number of picketers, the picketing may be restrained.

The Merchandise Services Department of the Canadian Pacific Railway Company was formed on August 1, 1959 and took over

the services for less-than-carload freight formerly provided by the CPR and by three CPR subsidiaries, Canadian Pacific Express Co., O.K. Valley Freight Lines Ltd. and Island Freight Service Ltd. The employees of the subsidiaries became employees of the CPR and they had been employed in Vancouver and at eight other cities and towns in British Columbia.

Prior to August 1, 1959, the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees was the bargaining agent for the employees of the Canadian Pacific Express Co. and for the CPR employees, some of whom were later included in the new department of Merchandise Services. On the other hand, the Canadian Brotherhood of Railway, Transport and General Workers was the bargaining agent of the two other subsidiary companies.

After August 1, 1959, the Brotherhood of Railway and Steamship Clerks acted as the bargaining agent for all the employees of the new department, and the CPR and the union, on August 13, 1959, entered into a collective agreement, and on April 1, 1960, into a further collective agreement.

On December 31, 1959, the General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Vancouver, B.C., applied to the Canada Labour Relations Board for certification as bargaining agent for employees of the Merchandise Service Department. This application was dismissed by the Board on February 10, 1960. Similar applications made on March 25, 1960, by the said Local 31 and by general Teamsters Local 885 were dismissed on July 16, 1960.

There was no evidence that the Brotherhood of Railway and Steamship Clerks (the union which had a collective agreement with the CPR) was certified as bargaining agent under the provisions of the I.R.D.I. Act, and Mr. Justice Collins considered it doubtful whether either of the last two collective agreements were binding on the CPR employees formerly in the employ of the three subsidiaries.

By August 1960 it was apparent that there was a dispute between the company and a group of its employees in the Merchandise Service Department; that this group was organized at least to the extent of arranging that a committee would represent them in attempting to negotiate with the company a dispute or difference relating to the terms or conditions of employment.

In Mr. Justice Collins' opinion, this group of employees composed a "unit" as defined

in S. 2 (3) of the I.R.D.I. Act and was a "union" within the meaning of that word as defined in S. 2 (1) (r) of that statute, but there was no evidence that this group of employees had a bargaining agent entitled on behalf of the unit to require the company by notice under the Act to commence collective bargaining with a view to the conclusion or renewal or revision of a collective agreement within the meaning of S. 23 (1) of the Act.

On August 5, the Employees' Committee had a meeting with the representatives of the management and asked the management to answer the following questions:

1. To whom are the dues remitted and specifically by what authority are the dues deducted?

2. By what authority does the company have the right to conclude a collective agreement on behalf of its employees within the Merchandising Services without the arrangement being ratified by the employees concerned?

3. Is the company prepared to commence collective bargaining with the employees without affiliation to B.R.C. in the various depots throughout the system of C.P. Merchandising Services?

4. Is the company prepared to commence collective bargaining with the employees without affiliation to the B.R.C.?

Also, the management was asked whether the company would be willing to assist employees in regard to the existing collective arrangements in conducting a vote to determine "whether the employees were prepared to accept the sweetheart arrangement recognized by the company."

Apparently the answers received from the management were not considered satisfactory and on August 17, 1960, picketing of the company's premises started. Those employees who walked off their jobs or did not report for duty received from the management a letter dated August 18, stating: "Having absented yourself from duty without authorization, this will advise that you have committed a dismissable offence and no longer appear on the payroll. When you present yourself for duty you will be immediately held out of service pending investigation of your action." The content of this letter appeared on the placards carried by picketers on August 19. On August 31, a different placard was carried by some of the Vancouver picketers, reading: "Give us a democratic vote" and signed "C.P. Merchandise Employees." Picketing spread gradually to the company's premises in other localities in British Columbia. Picketing in Vancouver reduced by about 50 or 60 per cent the average volume of freight handled there. There was substantial name-calling by the picketers, which caused employees hired since the date of the commencement of the picketing to terminate their employment.



The picketing continued from August 17 until September 2, when Mr. Justice Sullivan granted an interlocutory order restraining the following activities: "watching, besetting, picketing, loitering, parading or patrolling" at or adjacent to any of the company's premises in Vancouver or elsewhere in British Columbia; causing a nuisance and deterring the company's servants, agents or customers from entering upon or leaving any of the premises; procuring or inducing, directly or indirectly, a breach of contract between the company and its employees or a breach of the company's duty as a common carrier to provide transportation service; ordering, aiding, counselling, conspiring to commit any of the acts above mentioned.

On September 13, counsel for the defendant employees applied to the court for dissolution of the interim injunction.

In the opinion of Mr. Justice Collins, who dealt with the motion, the undertaking of the railway company is outside the exclusive legislative authority of the Legislature of any province and is within the legislative authority of the Parliament of Canada. By virtue of Section 53 of the I.R.D.I. Act, the labour relations between the CPR and the defendants and any relative union or unions are governed by the provisions of the Act. Further, Mr. Justice Collins stated that the picketing of the company's premises in various places had caused it serious and irreparable damage. An important part of that picketing was not peaceful but was of an intimidating nature. In his view, the defendant employees had conspired to hurt the company in its business for the purpose of attempting to coerce the company into settling the labour dispute in a manner satisfactory to the defendant employees.

Counsel for the defendant employees submitted that there was no strike, and if there had been a strike such a strike had entirely ceased because each of the employees who had not reported to work had been discharged by letter of August 18. In Mr. Justice Collins' opinion, this letter did not constitute a dismissal or notice of intention to dismiss. In his opinion, there was a cessation of work, or a refusal to work by a group of employees in combination or in concert or in accordance with a common understanding, which falls within the definition of "strike" to be found in Section 2 (1) (p) of the I.R.D.I. Act.

Counsel for the defendant employees argued that peaceful picketing should be allowed. Mr. Justice Collins referred to the following cases: In *Oakville Wood Specialties Ltd. v. Mustin* (L.G. 1951, p.

249), Mr. Justice Gale took the view that picketing in support of an illegal strike was unlawful. In *General Dry Batteries of Canada Ltd. v. Brigenshaw* (L.G. 1952, p. 188), Chief Justice McRuer was of the opinion that the picketers "have a common law right to inform others peacefully that they are on strike, be the strike lawful or unlawful" and if they exercise this right by picketing in a manner that is not otherwise unlawful their actions cannot be restrained. He was not convinced, however, the Chief Justice added, that, in what one may call the guise of advancing their interests in a labour dispute, employees are entitled to bring external pressure to bear on others who are doing business with a particular person for the purpose of injuring the business of their employer so that he may capitulate in the dispute. "It is one thing to exercise all the lawful rights to strike and the lawful rights to picket; ... But it is another thing to recognize a conspiracy to injure so that benefits to any particular person or class may be realized."

In the case of *Grinnell Co. of Canada Ltd. v. Retail, Wholesale and Department Store Union, Local 535* (1956 3 D.L.R. (2d), p. 101), Mr. Justice McInnes, in continuing until trial an injunction, said: "I am satisfied that unless the defendants are restrained the almost inevitable result which can be anticipated will be an outbreak of violence in one form or another."

Mr. Justice Collins referred also to the judgment of the Court of Appeal in *Gagnon et al. v. Foundation Maritime Ltd.* (L.G., June 1960, p. 605), where the court enjoined peaceful picketing on the ground of conspiracy when the strike was unlawful under the Labour Relations Act of the province. In that case Mr. Justice Bridges said that the defendants who acted as pickets combined in inducing workmen to refrain from work; their object was to obtain recognition of the unions without certification, which, in itself, was not unlawful, but the means they used, a strike in violation of the Labour Relations Act, was unlawful; and any act done in furtherance of the unlawful means should be restrained.

In Mr. Justice Collins' opinion, the principles declared in the *Gagnon* case might properly be applied in the case under review. In his opinion, the argument that peaceful picketing should be allowed could not be accepted where there was both obstruction and intimidation on the part of a substantial number of picketers in support of a strike which was an illegal strike. The Court ruled that the injunction should be continued until trial. *C.P.R. Co. v. Brady et al.* (1961) 26 D.L.R. (2d), Part 2, p. 104.



## Ontario High Court...

...rules that arbitration board has the power to assess damages for breach of collective agreement

On January 23, 1961, Chief Justice McRuer of the Ontario High Court, in *certiorari* proceedings to quash an award of a Board of Arbitration granting damages against the union for breach of a collective agreement (L.G., Jan. 1960, p. 32) upheld the award and ruled that the union had the capacity to incur liability for damages and it was within the power of the board of arbitrators to assess and award damages.

Polymer Corporation Limited and its employees come within the provisions of the federal Industrial Relations and Disputes Investigation Act in respect of their relations as employer and employees. Pursuant to the provisions of this Act, a collective agreement dated March 4, 1957 was entered into between the Corporation and Local 16-14 of the Oil, Chemical and Atomic Workers International Union (a duly certified bargaining agent) and was to remain in full force from February 27, 1957 until July 7, 1958, and to be automatically renewed from year to year thereafter unless special notice of termination was given by either party to the agreement.

Section 18 of the I.R.D.I. Act provides that a collective agreement entered into by a certified bargaining agent is binding upon (a) the bargaining agent and every employee in the unit of employees for which the bargaining agent has been certified, and (b) the employer who has entered into the agreement or on whose behalf the agreement has been entered into.

In Section 19, provisions are made to the effect that: (1) every collective agreement "shall contain a provision for final settlement without stoppage of work, by arbitration or otherwise, of all differences between the parties to or persons bound by the agreement or on whose behalf it was entered into, concerning its meaning or violation"; (2) where a collective agreement does not contain a provision for final settlement, the Canada Labour Relations Board shall, upon application of either party to the agreement, by order, prescribe a provision for such purpose which shall be deemed to be a term of the collective agreement and binding on the parties to and all persons bound by the agreement; (3) "every party to and every person bound by the agreement, and every person on whose behalf the agreement was entered into, shall comply with the provision for final settlement contained in the agreement and give effect thereto".

The collective agreement entered into between the Corporation and the Union dealt with the grievance procedure in Article VI, which reads as follows:

6.05 Any dispute arising between the company and the union regarding the administration, interpretation, alleged violation, or application of this Agreement may be submitted in writing by either party as Step No. 3 of the Grievance Procedure.

The Committeeman shall refer the grievance in writing to the company through the Manager, Industrial Relations Division. Within two (2) regular working days following the day the grievance was submitted to him, the Manager, Industrial Relations Division will arrange for a conference between the company and the union. The reply in writing shall be submitted to the Chairman of the Union Committee within five (5) regular working days following the day on which the conference was held. If such reply does not contain a satisfactory settlement, then the grievance may be referred by either party to arbitration as provided for in Article VII.

The relevant subsections of Article VII of the agreement were as follows:

7.01 Both parties to this Agreement agree that any alleged misinterpretation or violation of the provisions of this Agreement, including any grievance which has been carried through the prescribed steps of the Grievance Procedure outlined in Article VI and which has not been settled, will be referred to a Board of Arbitration at the written request of either of the parties...

7.03 The Board of Arbitration shall not have power to alter or change any of the provisions of this Agreement or to substitute any new provisions for any existing provisions nor to give any decision inconsistent with the terms and provisions of this Agreement.

Article VIII provided that the union would agree that during the life of the agreement there would be no strike and the company agreed there would be no lockout.

Acting under the procedure set out in the agreement, the corporation lodged a grievance against the union, alleging a violation of the agreement by reason of a strike that occurred on February 7, 1958. In due course the grievance was referred to arbitration in accordance with the provisions of the collective agreement. The arbitration board held a hearing and by a majority decision allowed the Corporation's grievance and held that the Corporation was entitled to damages suffered by reason of the strike held in breach of the collective agreement. The Board found the union in breach of the collective agreement and claimed the jurisdiction to award damages.

After the arbitration board's decision, the union applied to the court by way of *certiorari* to quash the award and to prohibit the Corporation and the arbitration

board from taking any proceedings to assess damages against the union.

The main issue before the Court was whether the board of arbitrators had power to award and assess damages for breach of the collective agreement. In this connection, two points were raised for consideration by the Court: (1) Under the terms of the agreement and the provisions of the I.R.D.I. Act, has the Court any jurisdiction to interpret the agreement or is that jurisdiction vested solely in the board of arbitration? (2) If the Court has power to interpret the agreement, was the board right in holding that it had power to award and assess damages?

Regarding the first question, Chief Justice McRuer, who dealt with the motion, was of the opinion that the Court had power to construe the agreement and delineate the jurisdiction of the arbitrators.

Regarding the second point, counsel for the union argued that the Court must ascertain the intention of the parties from the language used in the collective agreement. Further, counsel argued that the language did not disclose an intention to confer on the board of arbitrators power to award damages. In addition, counsel argued that since the statute provided sanctions for breach of the agreement, it could not have been contemplated by the parties that in such case damages might be awarded against the wrongdoer in addition to the penalties provided by the Act.

Chief Justice McRuer agreed with the union's counsel that the passage relied on by the arbitrators in the judgment of Viscount Simon in *Heyman v. Darwins* (1942) A.C. 356 at p. 366, is not to be taken as an abstract statement of law applicable to all cases but that the court must in each case examine the language of the contract to determine in the circumstances of each case just what the parties agreed to submit to arbitration. The Lord Chancellor said:

But, in a situation where the parties are at one in asserting that they entered into a binding contract, but a difference has arisen between them whether there has been a breach by one side or the other, or whether circumstances have arisen which have discharged one or both parties from further performance, such differences should be regarded as differences which have arisen "in respect of", or "with regard to", or "under" the contract, and an arbitration clause which uses these, or similar expressions should be construed accordingly. By the law of England (though not, as I understand, by the law of Scotland), such an arbitration clause would also confer authority to assess damages for breach, even though it does not confer on the arbitral body express power to do so.

The Lord Chancellor himself was aware that this passage could not be detached from the context and be taken to be a statement of the law applicable to all contracts or all agreements to refer to arbitration matters arising out of a breach of contract. This he made clear when later in the same judgment he said:

Two further observations must be made in conclusion. The first is that, notwithstanding the general validity of the above observations, the governing consideration in every case must be the precise terms of the language in which the arbitration clause is framed. Its terms may, of course, be such as will either expressly or by implication reduce what would otherwise be the full ambit of the clause, or again, will extend it yet further.

Consequently, Chief Justice McRuer was in agreement with the Union's counsel that the jurisdiction of the arbitrators to award damages must be found in the language used by the parties as an expression of their intention.

The collective agreement under consideration, the Chief Justice continued, is not in the nature of an ordinary commercial contract. In the case of a collective agreement the law requires that it shall contain a provision for final settlement without stoppage of work, by arbitration or otherwise, of all disputes between the employer and employees concerning the meaning of the agreement or violation of the agreement. The statute goes further and provides that if such a clause is not in the agreement the Labour Relations Board shall, upon the application of either party, "prescribe a provision for such purpose and a provision so prescribed shall be deemed to be a term of the collective agreement." The intention of the statute is clearly expressed in Section 19 (3), which provides that every party and every person bound by the agreement has to comply with the provision for final settlement.

The broad terms of Article 6.05 of the collective agreement covered in express language any dispute arising between the company and the union regarding an alleged violation of the agreement. This clause, read with Article 7.01, made it clear in the Chief Justice's opinion that if this were an ordinary commercial contract, any dispute regarding the alleged violation of the agreement would be the proper subject of arbitration and unquestionably, on the authority of the *Heyman* case, the question as to whether a party who had broken a term of the contract should pay damages and in what amount would be such a dispute. In his opinion, the agreement under consideration came clearly within the language used by Viscount Simon at p. 366 in the *Heyman* case.



However, a collective agreement is different in some aspects from an ordinary commercial contract. In the first place, it is an agreement between a labour union and the employer of its members and that raises the question of the power to award damages against the union.

In the second place, the collective agreement is not the sort of a contract that can be terminated by repudiation by one party merely because the other party has broken one of its terms. Under the statute "all differences between the parties" must be settled without stoppage of work. In the opinion of the Chief Justice, this aspect of the matter raises a stronger inference that the matter of damages for breach of the collective agreement should be assessed by the board of arbitration than in the case of a mere commercial contract. Then the Chief Justice added that it was not argued that if the employer breached the agreement with respect to pay for overtime, for example, an arbitration board would not have the power to award just compensation to the employees that had suffered by the breach. A breach of the agreement is a "grievance" to be dealt with and disposed of by an award of the arbitrators.

In conclusion, Chief Justice McRuer stated that unless there is force in the argument that the board cannot award damages against the union because it is not a legal entity, it must be taken that it has the same jurisdiction with respect to damages suffered by the employer as in the case of damages suffered by the employees.

Dealing with the issue of the Union's legal entity and suability, Chief Justice McRuer first deal with the argument that it is doubtful if a trade union is a suable entity in a court of law, particularly in view of the Ontario Rights of Labour Act. In his opinion, the Rights of Labour Act had no application in the case under review. Section 3 (2) and (3) of the Act reads as follows:

- S. 3 (2) A trade union shall not be made a party to any action in any court unless it may be so made a party irrespective of any of the provisions of this Act or of the Labour Relations Act.
- (3) A collective bargaining agreement shall not be the subject of any action in any court unless it may be the subject of such action irrespective of any of the provisions of this Act or of the Labour Relations Act.

The Chief Justice stressed that in the case at bar it was not sought to make the union "a party to any action in any court" nor was the collective agreement made "the subject of any action in any court." Consequently, it was no part of his task to decide whether an action might be brought

by the employer in the Ontario Court against the union to recover damages for breach of the collective agreement. The only matter he had to decide was whether, as a result of the agreement between the parties in the dispute under review, the arbitration board had power to award to the employer compensation for a breach of the collective agreement.

Pursuing further the problem of the capacity of a union to be liable for damages, Chief Justice McRuer was of the opinion that the principles of law applied by the Supreme Court of Canada in *International Brotherhood of Teamsters v. Therien* (L.G., March 1960, p. 276) should be applied in the case under review. In the *Therien* case the main question was whether a trade union certified as a bargaining agent under the B.C. Labour Relations Act was a suable entity and liable in damages for tort. Two statements made by Mr. Justice Locke are relevant to the case at bar:

It is necessary for the exercise of the powers given that such union should have officers or other agents to act in their names and on their behalf. The legislature, by giving the right to act as agent for others and to contract on their behalf, has given them two of the essential qualities of a corporation in respect of liability for tort since a corporation can only act by its agents.

and,

In the absence of anything to show a contrary intention—and there is nothing here—the legislature must be taken to have intended that the creature of the statute shall have the same duties and that its funds shall be subject to the same liabilities as the general law would impose on a private individual doing the same thing. *Qui sentit commodum sentire debet et onus.*

When Parliament provided for certification of a trade union with power to compel an employer to bargain with it and clothed it with power to enter into a "collective agreement" with the employer, it invested the trade union with those corporate characteristics essential to a capacity to contract within the scope of the purposes of the Act. That being so, it necessarily follows from the *Therien* case that since the trade union has the legal capacity to enter into a collective agreement, it has imposed on it the responsibility that flows from a breach of the agreement. Further, Chief Justice McRuer thought that the language of Mr. Justice Farwell in *Taff Vale Railway v. Amalgamated Society of Railway Servants*, (1901) A.C. 426, applied with greater force to this case in view of the fact that the obligation to enter into the collective agreement was one created by statute:

The proper rule of construction of statutes such as these is that in the absence of express contrary intention the Legislature intends that



the creature of the statute shall have the same duties, and that its funds shall be subject to the same liabilities as the general law would impose on a private individual doing the same thing.

Chief Justice McRuer came to the conclusion that apart from any question as to whether an action may be maintained in a court against the Union, the Union as such has the capacity to incur liability for damages and consequently the board of arbitrators were within their powers to assess and award damages.

In reaching this conclusion, the Chief Justice was aware of the fact that the trade union involved in the *Therien* case was certified under the British Columbia Labour Relations Act and the court was also con-

sidering the effect of the B.C. Trade-unions Act (R.S.B.C. 1948, c. 342). He considered and compared the relevant sections of the British Columbia legislation with the federal I.R.D.I. Act and, quite apart from anything that was said in the *Therien* judgment about the Trade-unions Act of British Columbia, he thought nevertheless that the *Therien* decision was compelling authority for the conclusion he has reached.

The court dismissed the union's application and upheld the award of the arbitration board.

*In the Matter of an Arbitration between Polymer Corporation Ltd. and Oil, Chemical and Atomic Workers International Union, Local 16-14, Canadian Labour Law Reports, February 20, 1961, para 15,341.*

## Recent Regulations under Provincial Legislation

Regulations for employment agencies issued in Ontario. Amended safety rules for storage, transportation and use of explosives are adopted in Newfoundland

In Ontario, the first regulations under the Employment Agencies Act set out the requirements for applicants for licences and fix the maximum fees that workers may be charged for placement services.

In Newfoundland, amendments to the regulations under the Regulations of Mines Act lay down requirements regarding the storage and use of explosives used in and around mines and quarries. Other amendments, issued under the Fire Prevention Act, 1954, deal with the transportation of explosives and the dispensing of flammable liquids.

First regulations under the Newfoundland Regulation of Trade Schools Act, 1960, lay down requirements for trade schools registered under the Act.

Other regulations described below deal with rules of procedure of jurisdictional disputes commissions in Ontario and the coverage of the Alberta Workmen's Compensation Act.

### Alberta Workmen's Compensation Act

The general regulations under the Alberta Workmen's Compensation Act defining certain businesses for purposes of the Act were amended by Alta. Reg. 2/61, which was gazetted January 31 to go into force July 1.

The term "restaurants" now covers all establishments where one or more workmen are employed and food is served to the public in any city, incorporated town or incorporated village or in the townsites of Banff, Jasper and Waterton. It also covers

restaurants operated in connection with hotels or in conjunction with a service station no matter where located. Previously, the definition did not cover restaurants in incorporated villages or in the townsite of Waterton.

A somewhat similar change was made in the definition of "retail stores". It now covers stores with one or more employees in cities, incorporated towns and villages and the townsites of Banff, Jasper and Waterton.

### Newfoundland Fire Prevention Act, 1954

In Newfoundland, new Explosive and Inflammable Substances and Materials Regulations, 1961, issued under the Fire Prevention Act, 1954, were gazetted February 14. They deal with the handling and transportation of explosives and the storage and dispersing of flammable liquids.

The provisions relating to explosives require every consignee of explosives to notify the Fire Commissioner of the type of transport, place and expected time of arrival, and the quantity and class of explosives in the consignment. No person may load or unload explosives on or from a vessel, train or vehicle, or transport them, without first requesting and obtaining permission from the Fire Commissioner and informing him of the proposed methods of loading, unloading or transporting.

The regulations state that the Fire Commissioner shall make, or may approve, safe arrangements for the loading, unloading, handling or transporting of explosives. He is also empowered to prescribe fire preven-

tion and fire fighting equipment where explosives are being loaded and unloaded, or for a vehicle transporting them. The person who is responsible for the loading, unloading, handling or transporting of explosives must provide the equipment prescribed.

Explosives must not be transported on a vehicle to a wharf or other place of loading on a vessel unless the vessel is ready for loading, and the loading can begin immediately and be completed without delay. Vehicles carrying explosives are forbidden to park on a wharf, except during loading and unloading, and must unload explosives on the vessel immediately on arrival at a wharf. If a stoppage in loading or unloading a vessel is likely to last one hour or more, the hatches must be covered sufficiently to prevent ignition of the explosives in the event of fire.

Explosives being loaded or unloaded must not be stored or placed on a wharf, but must be moved directly from the vehicle to the vessel or vice versa. Cargo boxes only must be used in unloading explosives from a vessel, and a package or piece of explosive must not be permitted to extend above the upper rim of the cargo box in such a way that it can fall out of the box.

If, during the unloading, explosives are discovered mixed with the cargo of a vessel not known to be carrying explosives, and not listing them in its manifest, the master of the vessel must report the discovery to the Fire Commissioner. The Fire Commissioner may investigate the matter, and order the removal and disposal of the explosives and any other part of the cargo which may have explosives mixed with it.

The regulations forbid smoking on a wharf where explosives are being handled, or the use of an open flame or artificial light on a wharf or near a wharf or vessel where explosives are being handled. Non-sparking flashlights are permitted, and also electric lights in good condition, protected by metal guards, and with sound wiring.

A person under the influence of alcohol or narcotics is prohibited from loading, unloading, handling or transporting explosives or from being on the wharf while the work is going on.

In regard to explosive or flammable substances, the regulations forbid the installation of underground tanks for the storage of such materials within the limits of a highway right-of-way. Requirements are also set out concerning the distance that gasoline pumps must be erected from highways.

The regulations authorize the Fire Commissioner, with the consent of the Provincial Planning Advisory Board, to issue permits for the transportation, storage, handling, use

or sale of inflammable liquids. He may also suspend and restore them. These permits are subject to the provisions of the Flammable Liquids Code.

### Newfoundland Regulations of Mines Act

Newfoundland has issued the Mines (Safety of Workmen) (Amendment) (No. 1) and (No. 2) Regulations, 1961, under the Regulations of Mines Act, amending existing regulations (L.G. 1957, p. 722). Amendment No. 1 relates to the storage, transportation and use of explosives. Amendment No. 2 concerns the factor of safety of hoisting ropes. Amendment No. 1 was gazetted February 28, and No. 2, February 14; both came into force on March 1.

### Explosives

The new regulations revoke the former provision that specified that care and safety regulations concerning the storage of explosives in surface magazines temporarily came under the jurisdiction of the federal Department of Mines and Technical Surveys.

A new provision specifically states that the sections of the regulation dealing with the care and use of explosives (Sections 141 to 172, which includes the current amendment) apply to explosives, including detonators and blasting caps, stored or used in or about mines and quarries or related premises. The current amendment, however, does not apply to quarries operated exclusively for constructing public works and utilities such as roads, wharves, breakwaters and causeways.

One of the main sections in the new regulations sets out requirements in respect to the storage of explosives. It is now required that all explosives, including detonators or blasting caps, must, while on the surface, be stored in a suitable magazine.

A magazine at a mine may be erected only with the written permission of the Chief Inspector of Mines, who must also approve the site and type of structure of the magazine. This permission, valid for one year, must be posted in the magazine. The permission of the Chief Inspector is not required, however, for the erection and use of maintenance magazines storing up to 150 pounds or one day's supply of explosives for current use.

The regulations require that magazines must be located in accordance with the Revised British Table of Distances; where this is impossible the mine manager and Chief Inspector must jointly choose the best location.



Further requirements specify that the oldest stock must be used first; explosives in boxes or cartons must be stored in regular layers to make this possible; boxes or cartons must be stacked right side up and far enough from the walls to permit proper ventilation. Records of withdrawals of explosives must be kept.

Another major section of the new regulations deals with the surface transportation of explosives at a mine. In this respect, a vehicle may not carry more than 4,000 pounds, except with the permission of the Chief Inspector, and the load must not exceed 80 per cent of the capacity of the vehicle. The use of towed vehicles is prohibited, except with the approval of the Chief Inspector. It is also forbidden to carry detonators and other explosives in the same vehicle unless they are sufficiently separated to prevent the spread of fire or explosion; in such a case, the maximum number of detonators allowed is 1,000.

The new regulations also lay down several requirements with respect to vehicles and equipment. In this regard, vehicles used to transport explosives must be maintained in sound mechanical condition. A fuel tank must not be filled if a vehicle is loaded, except in case of necessity, when the vehicle must be stopped and the ignition turned off. A fire extinguisher, capable of dealing with gasoline and oil fires, must be carried by vehicles transporting more than 150 pounds of explosives. Any vehicle carrying more than 50 pounds of explosives must display the word "Explosives" so that it is visible from all sides. The regulations further provide that metal parts of vehicles that may come in contact with explosives containers must be covered with wood, a tarpaulin or other suitable material. Explosives must be properly secured in the vehicle and be protected from fire, rain or snow. No other goods or materials may be transported with explosives.

Other provisions in this section set out requirements in connection with persons in or near vehicles carrying explosives. In this regard, only persons necessary for handling explosives may travel in the vehicle. Persons in or near the vehicle are prohibited from smoking. Vehicles must not be left unattended and, except with the permission of the Chief Inspector, must have the ignition turned off and the brakes set, when parked or being loaded or unloaded. The operator of the vehicle must drive carefully, stop at railway crossings or when entering a main road, and not exceed a speed of 30 miles per hour.

Provisions concerning precautions to be taken in connection with magazines have

been increased. All brush or inflammable material near a magazine must now be removed for a distance sufficient to eliminate a fire hazard. Magazines must be closed and persons withdrawn on the approach of a thunderstorm. Formerly, magazines had to be of substantial construction, but now they must be constructed and maintained to the satisfaction of an inspector.

Another new requirement specifies that notices bearing the wording, "Danger Explosives", must be posted beside the approaches to a magazine at least 25 feet from its entrance.

With respect to abandoned mines or ones in which work has been discontinued, it is now required that all explosives, fuse, detonators and blasting caps must be disposed of; storage of explosives in these mines is forbidden, without the permission of the Chief Inspector.

### Hoisting Ropes

The amendment concerning hoisting ropes revokes previous provisions relating to hoisting ropes in a slope or inclined shaft and substitutes new ones. The new requirements are the same as before, except that in determining the weight supported by a hoisting rope it is now specified that one of the factors used is the sine of the maximum angle (formerly angle) which the inclined shaft makes with the horizontal.

Every hoisting rope in a slope when newly installed must now have a factor of safety of not less than six (formerly five) at the head-sheave, or at the hoist drum where no head-sheave is used, for all positions of the conveyance on the slope (formerly when the rope was fully let out). Here, also, it is now stipulated that the sine of the maximum angle (formerly angle) which the slope makes with the horizontal will be used in computing the total weight supported by the hoisting rope.

### Newfoundland Regulation of Trade Schools Act

The first regulations to be issued under the Newfoundland Regulation of Trade Schools Act, 1960, were gazetted January 31.

The Act provides that trade schools giving instruction in any of the trades specified must be registered with the Minister of Education, except trade schools operated by religious bodies or by companies for their own employees. The regulations set out the requirements for registration, prescribe the forms to be used, and deal with fees, annual reports, qualifications of students and other matters.

When applying for registration, a keeper or operator of a trade school must forward, with the prescribed fee, statements of the



courses of instruction offered, giving the fees charged for each course; the text books, supplies or equipment required by each student for each course, together with charges; a detailed copy of the syllabus of each course, specimens of a few lessons or of all the lessons if requested by the Minister; copies of homework instructions or of practical exercises included in correspondence courses; copies of certificates and diplomas to be used, as well as copies of catalogues, sales circulars and other advertisements; the names and addresses of all sales agents employed by the school who are operating in the province.

Where buildings in Newfoundland are to be used for instructional purposes, certificates from the local medical health officer and fire chief certifying as to the sanitary conditions and safety of the premises are to be submitted with the application. The Minister may require an operator to provide additional information and may order him to make whatever changes he considers necessary.

Changes in fees or other charges, or changes in catalogues, sales circulars, advertisements, certificates or contract forms may not be made after the date of the application for registration without the written approval of the Minister.

The maximum number of students enrolled in any trade school operating shop or class facilities may not exceed the number specified in the certificate of the local medical health officer and fire chief. Where the school is operated on a shift basis, however, the Minister may grant special permission to increase the enrolment provided certain requirements are met.

Whenever the holder of a trade school licence wishes to increase the number of courses offered, he must forward his licence to the Minister with all information about the proposed new courses.

The keeper or operator of a trade school will be held responsible for statements made by salesmen, representatives or employees. Misleading advertising or advertising that guarantees employment is prohibited. Radio or television advertisements must conform to the regulations and copies of the script must be kept on file.

Every keeper or operator must see that all applicable health, sanitary and safety regulations are complied with. Equipment, tools and machinery used in the trade school must be in good condition and equipped with the required safety devices. He must also ensure that students use the safety equipment provided.

Before being registered, a keeper or operator of a trade school must post with

the Minister security for the performance of his contract. If a registration is cancelled or a school discontinued, the Minister will hold this security until all reimbursements due to students have been made.

Diplomas or certificates may be granted only to students who have passed the final examination. Among other information, they must show the type of instruction given, the total duration of the course and the mark obtained.

A school offering correspondence courses must keep a register of all students who reside in the province and must submit an annual report on the prescribed form.

No trade school may be operated jointly or in conjunction with any commercial establishment nor may any student services or articles produced by student labour be offered for sale except with the permission of the Minister.

The minimum educational requirement for enrolment in any radio, television or electronics course is Grade 8. As regards other courses, the regulations stipulate that the keeper or operator must satisfy himself that the applicant must be physically capable of taking the course in which he wishes to enrol and has sufficient educational qualifications to understand and complete the course of study. No person under the compulsory school age (15) may be admitted to any trade school course except with permission of the Minister.

Although no specific qualifications are laid down for teachers, the regulations provide that the keeper or operator of a trade school must maintain an adequate teaching staff composed of persons of such general and occupational education, practical experience, character and teaching ability as the Minister may deem necessary for the proper operation of the school.

## Ontario Employment Agencies Act

The first regulations made under the new Ontario Employment Agencies Act were gazetted on February 4 as O. Reg. 11/61.

The legislation, which was enacted in 1960 following complaints that many private employment agencies were charging exorbitant fees, provided for the licensing of employment agencies, including persons engaged in the business of counselling or testing persons for a fee to assist them in securing employment.

The regulations classify employment agencies, set out the qualifications of applicants for licences, impose limits on agency fees and require the keeping of records.

Employment agencies are classified into two categories, (1) Class "A" employment

agencies, consisting of firms that find persons for employment, receiving a fee from the employers and (2) Class "B" agencies, which procure employment for persons.

The regulations permit agencies to operate in either, but not both, of the two categories, providing that no operator may have any financial interest, whether proprietary or otherwise, in an employment agency of another class.

An applicant for a licence or a renewal must be at least 21 years of age and have a permanent place of business in Ontario.

An application for a licence must be submitted on the prescribed form to the Supervisor of Employment Agencies. As well as indicating the class of licence desired, the applicant must give the location of his permanent places of business in Ontario and the names of three persons who know his business reputation. He must also show whether he has been convicted of an offence under a Canadian or foreign law for which the maximum penalty was a fine in excess of \$25 or imprisonment, whether any proceedings are pending which might lead to such conviction, and whether he has been refused a licence for an employment agency in another jurisdiction or has had one suspended or revoked.

A licence may not be transferred and must be renewed annually. The fee for a renewal is \$100, the same as for the original licence. (The fee for a licence for the period ending March 31, 1961 will be \$25, however).

In addition to the licence fee, the operator of an employment agency must also furnish security in the amount of \$1,000. This may be in the form of a personal bond, which must be accompanied by collateral security, or a bond of a guarantee company approved under the Guarantee Companies Securities Act. The collateral security must be direct and guaranteed securities of the Government of Canada or of the Government of Ontario.

Class "A" employment agencies may accept fees from employers but are prohibited from making any charge to employees for placement services.

The maximum registration fee that a Class "B" employment agency may charge a person seeking employment is \$2 in each 12-month period.

For securing employment for any person hired on an hourly basis, a Class "B" employment agency may charge up to one-eighth of the first day's pay. Where employment is on a daily basis, the maximum fee that may be charged is the proportion of the first day's pay that one hour bears

to the total number of hours worked in the day. In the case of an employee hired on a weekly basis, the maximum fee is one-seventh of the first week's pay. If an employee is hired by the month, a Class "B" employment agency may charge up to four-thirtieths of the first month's wages.

Where employment is on an annual basis, a Class "B" employment agency is permitted to charge up to 5 per cent of the first year's pay, payable in three months. If employment is terminated before the end of the year, however, the agency is required to make a prorated refund.

If a Class "B" agency advertises that employment is available, it must, upon request, furnish the Supervisor with the name and address of the employer.

Every employment agency must issue receipts and keep duplicate copies in its records.

### Ontario Labour Relations Act

Regulations under the Ontario Labour Relations Act dealing with procedures of a jurisdictional disputes commission composed of more than one member were gazetted on February 4 as O. Reg. 12/61.

The 1960 amendments to the Act authorized the Lieutenant-Governor in Council to appoint a jurisdictional disputes commission to deal with disputes over work assignments. A complaint arising out of a work assignment may be filed with the Labour Relations Board, which, in turn, may refer the matter to a jurisdictional disputes commission. Regulations issued last October (L.G., Dec. 1960, p. 1307) prescribed the form to be used and the information to be forwarded when filing a complaint of this type.

The new provisions state that when a jurisdictional disputes commission comprised of more than one person has been established, the Lieutenant Governor in Council must designate one member as chairman.

The chairman must fix the date, time and place of the meetings, send out notices and arrange for the attendance of an alternate member whenever one person is expected to be absent. The regulations further provide that a commission may not hold a meeting in the absence of a member who has not been duly notified.

Where a commission is composed of more than three members, the chairman and two other members, one representing employers, the other employees, constitute a quorum.

The majority decision will prevail but in the case of a tie vote, the chairman will have a second or casting vote.

# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

January statistics\* show that total of claimants for unemployment insurance at month-end up 12 per cent since December 30 and 8 per cent from year earlier; but initial and renewal claims during the month 25 per cent fewer than in December

Claimants† for unemployment insurance benefit on January 31 numbered 846,900, an increase of 12 per cent over the December 30 total of 754,100 and 8 per cent above the figure of 205,000 recorded for January 29, 1960. These totals include seasonal benefit claimants: 205,000 on January 31, 134,100 on December 30, and 177,100 on January 29, 1960.

The number of seasonal claimants at the end of January was about 15 per cent higher than last year's figure but regular claimants increased only by about 5 per cent.

At the beginning of January 1961, claimants comprised 17.3 per cent of the estimated insured population; a year earlier 16.0 per cent were claimants, and a month earlier, 11.7 per cent.

As of January 31, it was estimated that claimants had been on continuous claim for about 2 months on the average.

Some 344,200 initial and renewal claims were filed during January. This was a decrease of almost 25 per cent from the December total of 448,300 but an increase of slightly more than 10 per cent from last year's January total of 306,600. The December-January decline was close to 30 per cent for renewal and 22 per cent for initial claims. In comparison with last year, initial claims increased by less than 10 per cent, renewal claims by 30 per cent.

The average weekly estimate of beneficiaries was 672,500 for January, up sharply from the amended estimate of 402,600 for December and 10 per cent above last January's estimate of 630,000.

Payments amounted to \$67.7 million during January, 70 per cent higher than the \$39.8 million paid out in December and

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

25 per cent above the \$54.3 million paid out during January 1960.

The average weekly payment was \$23.96 for January, \$23.51 for December, and \$21.91 for January 1960.

The relatively greater increase of 70 per cent in beneficiaries and payments in January in contrast with a 12-per-cent increase in the number of claimants results primarily from the lag between filing of a claim and receiving of a benefit cheque. At December 30, almost 40 per cent of the claimants had been on claim less than 3 weeks, but at the end of January this proportion was less than a quarter. In general, the first week of recorded unemployment is a "waiting" week and not compensated.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for January showed that insurance books or contribution cards were issued to 5,043,909 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1960.

At January 31, employers registered numbered 332,807, an increase of 366 since December 31, 1960.

### Enforcement Statistics

During February, 5,791 investigations were conducted by enforcement officers across Canada. Of these, 2,666 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 145 were miscellaneous investigations.

\*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. During the seasonal benefit period, claims in process are classed as regular until the computation of their contribution credits indicates otherwise.



The remaining 2,980 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 245 cases, 29 against employers and 216 against claimants.\* Punitive disqualifications as a result of false statements or misrepresentations by claimants numbered 2,536.\*

### Unemployment Insurance Fund

Revenue received in January totalled \$30,498,370.12, compared with \$28,965,-

943.74 in December and \$29,135,805.55 in January 1960.

Benefits paid in January totalled \$67,660,-186.87, compared with \$39,765,535.77 in December and \$54,344,674.19 in January 1960.

The balance in the Unemployment Insurance Fund on January 31 was \$283,742,-150.10; on December 31 it was \$320,903,-966.85 and on January 31, 1960 it was \$445,885,387.32.

## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUC-57, February 3, 1961

**Summary of the Main Facts:** The question to be decided in this appeal is whether a carpenter was engaged in insurable employment from July 13 to August 26, 1959, while doing some carpentry work to the outside of the house of his nephew, a fisherman.

According to the record, [the uncle] filed a claim for benefit which showed that he had worked as a carpenter for his nephew at a wage of \$5.00 a day. The local office reported that he gave the following information: "(He) was the only carpenter working. The employer . . . did not work . . . the employee himself supervised the carpentry work being done. This work was on the outside of a dwelling house owned by the employer . . . [The uncle] missed one day from work and was not paid wages for the missed day. Stamps earned from this employment have assisted (him) to qualify for fishing seasonal benefits with a minimum duration of 13 weeks." (Exhibit No. 6).

On April 26, 1960, the uncle completed Form UIC 593, "Application for Determination of Question under the Unemployment Insurance Act". He stated therein that the period of employment was from July 13, 1959 to August 26, 1959; that his remuneration was \$30.00 a week; that his nephew, the employer, had the right to dismiss him "when work finished" and to exercise control as to the method of performance of his duties and that such control was exercised "by the employer inspecting the work." The uncle's contention in the case is: "I believe that the work that I have done was insurable. I started to work as a carpenter on the 13 July to 26 August

1959 at a salary of \$30.00 per week for 8 hrs per day during 5 days in week". (Exhibit No. 5).

On July 19, 1960, the Unemployment Insurance Commission rendered a formal decision to the effect that, after having considered the application for determination of the question, the rulings given by the officers of the Commission and the representations made by the uncle and other parties interested in the matter, the uncle was not employed in insurable employment during the period from July 13 to August 26, 1959, while doing some carpentry work to the outside of the house of his nephew.

On August 15, 1960, the nephew took exception and in effect appealed to the Umpire against this decision of the Commission, on the following grounds:

... I don't see why my uncle was not insurable. I hired him to do carpentry work on the outside of my house, while I was away fishing in the day time and I also paid him \$5.00 a day and it was legal for me to buy stamps for him, and the house is here for anyone to see that he did the work for me.

... He had 15 unemployed weeks so that he was entitled to his benefits; if he was not, I don't see how a great many more drew benefits for doing the same kind of work for other people...

The nephew, in a formal "Notice of Appeal" dated October 7, 1960, stated also:

I hired my uncle . . . to do carpentry work on my house at the rate of \$5.00 daily (\$30.00 weekly) and this period of employment was from July 13 to August 26, 1959. I considered this insurable employment and affixed stamps for that period, according to the law of Unemployment Insurance as I understood it. My uncle was doing the same work as any other carpenter which I might have hired. Mr. . . . Unemployment Insurance representative . . . did the computing for me as to the number and denomination of the stamps that I should affix. Mr. . . . didn't tell me that this employment was not insurable.

\*These do not necessarily relate to the investigations conducted during this period.

**Considerations and Conclusions:** There are two equally appropriate ways of dealing with the question at issue in the present case, viz., whether the work which [the uncle] did as a carpenter for [his nephew] during the period from July 13 to August 26, 1959 was insurable employment.

One way is to determine whether the terms of the engagement were such as could be called a contract of service, and this, depending on the circumstances, might be very difficult to arrive at.

The other way, which is the one I have chosen, is to ascertain whether the work is included in one of the employments specifically excepted in section 27 of the Act, which, so far as is material, reads as follows:

Excepted employment is:

(p) employment of a casual nature otherwise than for the purpose of the employer's trade or business...

As the alleged employer is a fisherman, it is clear that [his uncle] was employed "otherwise than for the purpose of the employer's trade or business." However, whether it was employment of a "casual nature" is not so clear and will, therefore, require some elaboration.

The test is: "Was the employment for the purpose of or incidental to the employer's trade or business?" The phrase "otherwise than for the purpose of the employer's trade or business makes it clear that not all casual employment is noninsurable but only in cases where the employment is not for the purpose of or incidental to the employer's trade or business.

[The nephew] in this case employed [his uncle], a person who was not regularly employed by him, to do work which obviously had nothing to do with his fishing activities. Moreover, the work to be carried out was of a non-continuing nature and could be done as and when [the nephew] might choose to do it. For the foregoing reasons, I consider that the employment of [the uncle] was of a casual nature.

As I have come to the conclusion that the said employment of [the uncle] was "otherwise than for the purpose of the employer's trade or business" and was also "of a casual nature," I consider that such employment was not insurable, and I so decide.

The appeal is dismissed.

**Decision CUC-59, February 14, 1961**

**Summary of the Main Facts:** The question for the decision of the Umpire is whether a son was engaged in insurable employment while working in the Post Office operated by his father for the period from July 20 to October 31, 1959.

The son, who is single and 26 years of age, lives with his father in a dwelling that also contains the Post Office. He pays board not only when he is working but also when he is unemployed. He was hired to work in the Post Office from 8 a.m. to 5 p.m. from July 20 to October 31, 1959, his work was partly supervised and his wage was \$20 a week. It seems that his services were required during the latter-mentioned period only because his father was ill and later resting. He has no special occupation and is normally employed as an office worker or as a common labourer.

The appellant filed an application for unemployment insurance benefit in November 1958, at which time he stated that he had been employed in the said Post Office for the period from July 7, 1958 to November 1, 1958. When he filed his application for benefit, his insurance book contained 17 weekly contributions which had been purchased on November 18, 1958. The appellant wrote to the National Employment Office on May 18, 1959, to cancel his claim for unemployment insurance benefit by reason of the fact that he had obtained employment with M—— Packers on May 11, 1959. He had drawn benefit from November 16, 1958, until this date.

His father wrote to the National Employment Office on December 18, 1959, asking if he could stamp his son's unemployment insurance book for employment in the Post Office for the period from July 20, 1959 to October 31, 1959, after which he completed Form UIC 593, "Application for Determination of Question under the Unemployment Insurance Act," on February 16, 1960. This revealed that he had the right to dismiss his son from his employment in the Post Office in any circumstances by advising him that his services were no longer required; that the fixed salary of \$20 weekly was paid to his son as postal clerk and that he, the father, had the right to exercise control as to the method of performance of his duties, by way of instruction.

On July 19, 1960, the Commission rendered a formal decision to the effect that, after having considered the application for the determination of the question, the rulings given by the officers of the Commission, and the representations made by the applicant and other parties interested in the matter, the son was not employed in insurable employment during the period from July 20 to October 31, 1959, while he was allegedly employed in the Post Office as assistant to his father, who is the postmaster.



On September 15, 1960, the son appealed to the Umpire and contended that he was engaged in insurable employment for the period under review. He based his contention on the following grounds:

That on the 27th October 1954, your office informed by letter [my father] that I was insurable and that he would be forced to stamp my book. The employment in 1959 was exactly the same as in 1954, our letter is still here, on file. Secondly, I was paid a weekly salary and a record of my employment is in the possession of my former employer, [the father].

In a statement of observations and representations for consideration by the Umpire, a solicitor of the Legal Adviser's office of the Commission remarked:

The total annual salary that [the father] receives as Postmaster is \$495 per annum. This averages less than \$10 per week. In my opinion it is not reasonable to believe that he would pay a person deputizing for him a wage in excess of double the amount that he received from the Government of Canada for acting as Postmaster. A salary of \$20 per week plus board paid to [the son] would, in my submission, be at least treble the Government salary paid to [the father].

X is a very small Post Office which serves only a few families and the total revenue received by the Government from this Post Office during 1959 was \$436.87. The work at this office is very light in the opinion of the Director of Operations of the Post Office Department in Ottawa. In my opinion it is not reasonable to believe that these services would occupy the full time and attention of [the son]...

It is submitted that since the evidence in the file is indicative of a close family relationship there is a presumption that the services are performed gratuitously. No proof of payment has been furnished and in the absence of this proof these services should, in my opinion, be regarded as of a gratuitous nature.

It is noted that no enquiry whatsoever regarding the insurability of the employment was made until 18 December 1959 which was seven weeks after the alleged employment had terminated. It is also noted that the period of employment alleged was 15 weeks which is the minimum period for which a person could qualify for seasonal benefit. In my opinion, these facts must be given proper weight in the assessment of the evidence as a whole.

The Unemployment Insurance Commission was desirous of obtaining further evidence or clarification in connection with the state of health of [the father], for it was alleged that the employment of [the son] was made necessary due to his father's illness. [The father] not only failed to provide any medical certificate but was not co-operative in answering any of the Commission's questions about his state of health or otherwise.

It is submitted that a proper assessment of the evidence as a whole leads to and merits the conclusion that a contract of service under section 25 (a) of the Unemployment Insurance Act has not been established and that therefore the employment is not insurable.

**Considerations and Conclusions:** Section 25 of the Act provides that insurable employment is employment that is not included in excepted employment, and section 27, so far as is material, reads:

Excepted employment is

(m) employment for which no wages, salary or other pecuniary remuneration is paid, where the person employed is the child of, or is maintained by, the employer...

The record shows that the person employed in this case is the child of the employer, and neither the son nor his father has adduced satisfactory evidence that "wages, salary or other pecuniary remuneration" were paid to the employee for the work he allegedly performed for his father during the period under review.

In view of the foregoing, I consider that the appellant has failed to prove satisfactorily that his employment was not included in excepted employment and I consequently decide that such employment was not insurable.

The appeal is dismissed.

**Decision CUC-61, February 17, 1961**

(Translation)

**Summary of the Main Facts:** The question to be decided in this case is whether a father who resided in the province of New Brunswick was engaged in insurable employment during the period from July 12 to August 1, 1959, when he painted the newly built house of his son, a labourer employed by a power and paper company in the province of Ontario.

According to his sworn statement, when the appellant painted his son's newly built house, he earned a wage of \$8.50 a day, which was paid to him. In support of this, the manager of the Caisse Populaire at — submitted a written statement in which he said that he had cashed, during the summer of 1959, some cheques made out to the appellant, which had been sent to him by his son. The manager also declared that he had seen the father painting his son's house.

In the form "Application for Determination of Question" that the father filled out, signed, and presented to the Commission on February 24, 1960, he mentioned, among other things, that the work done by him was "casual," that his son had the right to dismiss him once the work was finished and that his son's control as to the method of performance of his duties was as follows: "work examined after completion." The appellant also indicated that the cancellation of the three unemployment insurance stamps which his son had affixed in his book (after consulting the local office about this matter) prevented him from having a sufficient number of contributions to establish his entitlement to benefit "this year."

On September 6, 1960, the Unemployment Insurance Commission rendered the following decision:



After studying the application for determination of the question, the directives given by the officers of the Commission, and the representations made by the applicant and other interested parties, the Commission hereby decides that [the father] was not engaged in insurable employment when he painted the house of his son, . . . , during the period from July 12 to August 1, 1959.

The father appealed to the Umpire and in the notice of appeal, which he signed, he stated, among other things, that even though his son was in Ontario during the period in question, he was working under his control, since his son's wife lived nearby and she could supervise, step by step, the work he was doing.

**Considerations and Conclusions:** Section 25 of the Unemployment Insurance Act stipulates, among other things, that to be insurable, a person's employment must, in addition to being carried on under a contract of service, not be included in excepted employment. Now, the relevant portion of Section 27 of the same Act reads as follows:

Excepted employment is

(p) employment of a casual nature otherwise than for the purpose of the employer's trade or business . . .

First of all, as the son was not engaged in any trade or business, there is no reason to consider whether the employment of the appellant was for the purpose of his son's trade or business; obviously it was not. But was it employment "of a casual nature"?

In this connection, I said in a recent decision (CUC 57) [published above] that the criterion to be applied in the circumstances of that case for the purpose of determining whether the employment was "of a casual nature" within the meaning of that expression in section 27 (p) was to examine whether the employment was for the purpose of the employer's trade or business; in other words, whether the employment was incidental to the said trade or business. In this case, I consider that the said criterion should be applied. Now, there is no evidence that the employer was engaged in business as a building or painting contractor; his sole occupation at that time was that of a labourer working for others by the day. For the son, building his house and having it painted could only be work of a casual nature, in his circumstances.

Therefore, the employment of the father during the period from July 12 to August 1, 1959 was employment "of a casual nature," and as the employment was also "other than for the purpose of the trade or business" of his son, that employment was included in excepted employment and was therefore not insurable within the meaning of the Unemployment Insurance Act.

I therefore decide to affirm the Commission's decision and to dismiss the appeal.

## 1960 Amendments to U.S. Unemployment Insurance Legislation

Amendments to unemployment insurance laws were among the most important of the changes in state labour legislation in the United States in 1960. Only 22 state legislatures held regular sessions, and several of the sessions were restricted either entirely or primarily to consideration of budget matters.

The unemployment insurance amendments were enacted in a year that marks the 25th anniversary of the federal-state system of unemployment insurance in the U.S.A.

Maximum weekly unemployment insurance benefits were raised in nine states, by legislative enactment in Georgia, Kentucky, New York, Rhode Island, and Virginia, and through the operation of flexible maximum benefit amount provisions enacted in previous years in Utah, Vermont, Wisconsin, and Wyoming. Rhode Island did not change the basic weekly benefit amount, but increased the allowance maximum for each child. Alaska decreased the maximum weekly benefit amount payable to interstate claimants.

At present, the maximum basic weekly benefit amount is \$45 or more in seven jurisdictions, between \$35 and \$45 in twenty-three jurisdictions, and under \$35 in twenty-one jurisdictions.

The minimum weekly unemployment benefit amount was increased in three states, Georgia, Kentucky, and Virginia.

Only two states amended the duration provisions in their laws. Georgia changed from a uniform duration of 20 weeks for all eligible claimants to a variable duration of 26 or one-fourth of base-period wages, whichever is less, with a minimum duration of nine weeks. Virginia increased its maximum variable duration from 18 to 20 weeks.

The maximum duration is 28 weeks or more in nine jurisdictions, 26 weeks in thirty-three jurisdictions, and less than 26 weeks in nine jurisdictions.

Changes in qualifying requirements were enacted by two states. Virginia increased its minimum requirement from \$250 to \$300. Georgia changed its requirement from a variable one to a uniform requirement of 36 times the weekly benefit amount.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during February Works of Construction, Remodelling, Repair or Demolition

During February the Department of Labour prepared 191 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 224 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in February for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	100	\$381,651.00
Post Office .....	23	379,849.80
Public Works .....	3	48,425.00
R.C.M.P. ....	7	151,432.30
Transport .....	2	151,504.00

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during February

During February the sum of \$4,949.39 was collected from nine contractors for wage arrears due their employees arising out of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 247 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during February

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Woodslee Ont:* George L Dillon, construction of workshop, Soil Sub-Station. *near Lumsden Sask:* W C Wells Construction Co Ltd, revisions & improvements to Buffalo Pound Lake Dyke. *Lethbridge Alta:* Cooper Construction Ltd, construction of Soils Service Bldg, Research Station.

### Atomic Energy of Canada Limited

*Chalk River Ont:* Durie Mosaic & Marbles Ltd, \*completion of terrazzo work for new entrance of Bldg 100; John T Hepburn Ltd, fabrication, supply & erection of structural steel for mezzanine floor in Bldg 466.

### Central Mortgage and Housing Corporation

*Summerside P E I:* M F Schurman Co Ltd, construction of two classrooms & gymnasium extension to school (DND 5/60). *Montreal Que:* Aristide Dupuis, \*interior painting of apartments, Benny Farm; Aristide Dupuis, \*interior painting of apartments, Villeray Terrace. *Ottawa Ont:* Fxit Household Services Ltd, \*electrical maintenance, Projects 3, 4 & 9 & Strathcona Heights, Project 6. *Toronto Ont:* Dell Construction Co, construction of 38 housing units, Lawrence Heights (FP 5/54); M Hummel & Son, \*painting of hallways, Danforth Court & Greenwood Court. *Windsor Ont:* Dinsmore Construction Co, construction of high rise apartment bldg, phase II (FP 5/59). *Lloydminster Sask:* Nelson Lumber Co Ltd, \*fire damage repairs, Project 1/48. *Regina Sask:* D Dent, \*plumbing & heating maintenance, Projects 2-6, 7/48 & 8/49; I Weekend, \*carpentry maintenance, Projects 2-6, 7/48 & 8/49. *Calgary Alta:* R J J Ball, \*repairs to roofs of wartime houses, Projects 4 & 4A; Roller Rooter Plumbing, \*plumbing maintenance, wartime houses, Projects 1, 2, 3, 3A, 4 & 4A. *Lethbridge Alta:* L R Cunningham Construction Co, repairs to basements of wartime houses, Projects 4/48 & 5/49. *Medicine Hat Alta:* T Eaton Co Ltd, \*replacement of tile floors in wartime houses, Project 3/48.

### Department of Citizenship and Immigration

*Abitibi Indian Agency Que:* La Société d'Entreprises Générales Ltd, plumbing improvements & alterations to Amos IRS. *Nakina Indian Agency Ont:* Hakala Construction, construction of bungalow, Landsdowne House ACC Indian day school. *The Pas Indian Agency Man:* Gertz Construction Ltd, construction of one classroom school & teacher's residence, Nelson House Indian day schools. *Blackfoot Indian Agency Alta:* Larwill Construction Co, repairs & alterations to Crowfoot Community Hall, Blackfoot Reserve. *Edmonton Indian Agency Alta:* St Laurent Construction Ltd, alterations, phase 2,



Edmonton IRS. *Peigan Indian Agency Alta*: Trale Construction Ltd, construction of 3.5 miles of road, Peigan Indian Reserve. *Lytton Indian Agency B C*: Fisher Metal Products, improvements to kitchen & dining room facilities, St. George's IRS.

### Defence Construction (1951) Limited

*Torbay Nfld*: Legendyk & Co Ltd, fire retardant coating within Hangars 3 & 4 including leantos, RCAF Station. *Cornwallis N S*: Raymond I Downie, installation of vinyl tile in various bldgs, HMCS *Cornwallis*. *Greenwood N S*: Eastern Woodworkers Ltd, construction of stage 2 extension to Armament Bldg, RCAF Station. *Halifax N S*: L E Powell & Co Ltd, repairs to Jetty No 4, HMC Dockyard; Standard Construction Co Ltd, alterations to bldg D-49, HMC Dockyard. *Sydney N S*: Evans Contracting Co Ltd, construction of watchmen type perimeter fence, Point Edward Naval Base. *Chatham N B*: Accurate Electrical Contractor, construction of aerodrome lighting facilities, RCAF Station. *Montreal Que*: Rosemere Service Electric, installation of ten sirens. *St Hubert Que*: Rodighiero Construction Co Ltd, construction of fire hall with outside services, RCAF Station. *Camp Borden Ont*: Ellis Don Ltd, construction of officers' quarters, officers' mess & utilities; W B Sullivan Construction Ltd, construction of junior ranks club, lecture training bldg & outside services; Ellis Don Ltd, construction of two officers' quarters. *Leitrim Ont*: C A Johanssen & Sons Ltd, construction of central stores depot & related work. *Ottawa Ont*: Century Sprinklers Co Ltd, \*supply & installation of fire protection systems in Bldg No 1, Victoria Island. *Shilo Man*: Frank E Simmons Ltd, alterations to heating equipment installations in six bldgs, Camp. *Ralston Alta*: Stober & Maerz Construction, construction of incinerator, Suffield Experimental Station. *Comox B C*: Accurate Electrical Contractor, installation of aerodrome & approach lighting, RCAF Station; C E Barker Ltd, replacement of wood stave water pipeline, RCAF Station; Sorensen Construction Co Ltd, supply & installation of five pass-through refrigerators in combined mess bldg, RCAF Station. *Esquimalt B C*: Peterson Electrical Construction Co Ltd, supply & installation of extension to main OCB switchboard. *Vancouver & Lower Mainland Area B C*: Ricketts-Sewell Electric Ltd, installation of forty-two sirens.

### Building and Maintenance

*Camp Gagetown N B*: Bell City Contracting Co Ltd, interior painting of 232 PMQs. *St Hubert Que*: Planned Renovators Ltd, fire retardant coating within hangar No 12, RCAF Station. *Valcartier Que*: Metro Industries Ltd, installation of steam heating system in Bldg 103. *Barriefield Ont*: Joseph Downey & Son, interior painting of ten bldgs. *Centralia Ont*: Robert Chapman & Son, interior painting of 91 PMQs, RCAF Station; Planned Renovators Ltd, fire retardant painting of four hangars, RCAF Station. *Kingston Ont*: Foly Construction Ltd, interior renovations, Fort Frontenac. *Picton Ont*: Colt Contracting Co Ltd, installation of wooden stairways in 170 PMQs. *Trenton Ont*: Walter F MacCormack, interior painting of 165 PMQs, RCAF Station; Cardinal Painting & Decorating Co Ltd, fire retardant painting within hangars Nos 1, 2, 3, 4, 5 & 6 including leantos, RCAF Station. *Windsor Ont*: Pithie Electric Ltd, rewiring of Armoury. *Calgary Alta*: Mechanical Dry Wall Systems (Calgary) Ltd, interior painting of six bldgs, Currie Barracks. *Cold Lake Alta*: Park & Derochie Decorating Co Ltd, fire retardant coating & painting within various bldgs, RCAF Station.

### Department of Defence Production

*Cornwallis N S*: Valley Plumbing & Heating Ltd, renewal of cold water lines servicing Bldg No 6, HMCS *Cornwallis*. *Halifax N S*: Nelson Bros Welding Ltd, renewal of compressed air line, Quay Wall "A", HMC Dockyard. *Shearwater N S*: Mack's Construction Ltd, exterior repairs to Bldg No 67, Administration Bldg, RCN Air Station; R E White, interior & exterior repairs, Bldg No 52, Haskard Range, RCN Air Station; Pryor Construction Ltd, \*repairs to Bldg No 116, RCN Air Station. *Sydney N S*: Leith's Services, installation of floor tiling in Bldg No 12-1, Point Edward Naval Base. *Sherbrooke Que*: Cloutier & Frere Inc, alterations & additions to steam heating system & related work, RCME garage & temporary married quarters. *Barriefield Ont*: O W King Electric, rewiring & relighting Bldg C-31, RCME. *Camp Borden Ont*: Jack A Frost Ltd, installation of lighting equipment & controls, Garrison Theatre, Army. *Kingston Ont*: Leslie Stratford Cut Stone & Construction Co Ltd, resurfacing of terrazzo floors & laying of linoleum in Administration Bldg B-16, Vimy Barracks. *Petaawawa Ont*: John Kovacs, interior painting of various bldgs at Camp. *Picton Ont*: Kingston Painting & Decorating Service, painting of walls, ceilings & trim of 30 PMQs. *Trenton Ont*: F G De Carrol Electric, installation of fire alarm warning devices in hangars 1, 2, 6, 7 & 8, RCAF Station; Robertson-Irwin

Ltd, fabrication & erection of steel roof decking, insulated panels & re-installation of steel window frames & doors in Bldg No 58, RCAF Station. *Winnipeg Man*: Fort Rouge Decorating & Sandblasting Co, sandblasting of brick & stonework, Minto Armouries. *Cold Lake Alta*: Poole Construction Co Ltd, construction of mezzanine storage platform for CE Bldg, RCAF Station. *Chilliwack B C*: J Bruno & Son Ltd, terrazzo work in Bldgs 1, 2, 3 & 4. *Comox B C*: L T Brown Coatings Ltd, cleaning & sealing of floor in hangar No 7, RCAF Station. *Victoria B C*: W A Colebank (VI) Ltd, construction of loop main, Royal Roads. *Whitehorse Y T*: Lunde Metals Ltd, \*installation of kitchen canopy in Bldg No 449, RCAF Station.

### Department of Justice

*New Westminster B C*: Permasteel Engineering Ltd, construction of auditorium & exercise hall, Bldg A-12, British Columbia Penitentiary.

### Department of Mines and Technical Surveys

*Halifax N S*: Purdy Bros Ltd, \*repair of 12 hydrographic launches. *Little Current Ont*: MacGregor Marine, \*repair of three hydrographic launches. *Meaford Ont*: Cliff Richardson Boats Ltd, \*repair of CHL *Bayfield*. *Edmonton Alta*: Yellowknife Transportation Co Ltd, \*repair of hydrographic sounding barge.

### National Harbours Board

*Saint John N B*: The Foundation Co of Canada Ltd, reconstruction of Long Wharf. *Montreal Que*: Westeel Products Ltd, replacement of sliding doors, Shed No 16, Section 19.

### National Research Council

*Ottawa Ont*: Rideau Plumbing & Heating Ltd, installation of heating system, Aerodynamics Bldg, Montreal Road Laboratories; Thos Fuller Construction Co (1958) Ltd, construction of VTOL Engine Test Cell Bldg, Montreal Road Laboratories.

### Department of Northern Affairs and National Resources

*St John's Nfld*: Bryant Electric Co Ltd, \*electrical work in Cabot Tower, Signal Hill. *Rocky Point P E I*: Burke Electric Ltd, \*electrical improvements, Custodian's residence, Fort Amherst. *Port Royal N S*: C W Bower Ltd, \*plumbing & heating services in toilet bldg. *Fort Beausejour N B*: Hi-Lite Electric Ltd, \*electrical improvements, Museum. *Fundy National Park N B*: Paul Edward Irving, \*supply & installation of forced warm air heating system for Central Service Garage; Wayman Construction Co Ltd, \*construction of three-phase power line from Kinnie Brook pumphouse to existing power lines. *Point Pelee National Park Ont*: Ranta Enterprises (Amherstburg) Ltd, \*construction of retaining wall near Park entrance. *St Lawrence Islands National Park Ont*: Bushfield Electric, \*wiring of boathouse, Mallorytown Landing; Quintal & England Ltd, \*replacement of roof & flashings for boathouse, Mallorytown Landing. *Riding Mountain National Park Man*: Ole Ramstad, \*plastering & stucco work in one double house. *Prince Albert National Park Sask*: Botting & Dent Ltd, \*roofing of three double houses, Waskesiu Townsite; Canadian Propane Consolidated Ltd, \*supply & installation of heating systems in three double houses, Waskesiu Townsite. *Fort Langley B C*: General Construction Co Ltd, \*surfacing of parking area.

### Department of Public Works

*Harbour Breton Nfld*: Saunders, Howell & Co Ltd, construction of generator bldg, installation of generators & related work for RCMP. *St John's Nfld*: Horwood Lumber Co Ltd, alterations & additions to Sir Humphrey Gilbert Bldg. *Robinson's Island P E I*: Harold N Price, construction of protection works. *Souris P E I*: Norman N MacLean, repairs to railway wharf. *West Point P E I*: Morrison & McRae Ltd, harbour improvements. *Camp Cove N S*: B & M Comeau Construction Co Ltd, wharf extension. *Lockeport N S*: T C Gorman (Nova Scotia) Ltd, breakwater extension. *New Haven N S*: J Craig MacDonald & Donald F MacKeigan, wharf extension. *Back Bay N B*: Fundy Contractors Ltd, wharf repairs. *Doaktown N B*: Gerard A Fougere, construction of post office bldg. *McAdam N B*: Clumac Construction Ltd, construction of RCMP detachment quarters. *Baie Comeau Que*: Arthur d'Anjou, interior painting, federal bldg. *Delisle Que*: Bouchard & Bouchard, construction of post office bldg. *Ferme Neuve Que*: Bel-Vu Construction Inc, construction of post office bldg. *Forestville Que*: Lucien Tremblay, wharf repairs. *Labelle Que*: Top Construction Ltee, construction of post office bldg. *Lac Edouard Que*:



Adrian Morissette, wharf improvements. *Lauzon Que*: H Roberge Inc, installation of electrical capstans, Lorne Dry Dock. *Montreal Que*: Argo Construction Ltd, construction of District Office Bldg, Queen Mary Hospital site; J Brissette Ltee, installation of ventilation system in rifle & revolver range, RCMP Bldg, 4095 Ste Catherine St. West. *Pointe au Pic Que*: Philias Dufour, construction & installation of fenders. *St Léon le Grand Que*: Georges Henri Cote, construction of post office bldg. *Tadoussac (Anse-a-l'Eau) Que*: The Lauzon Brass & Aluminum Foundry Reg'd, raising hoisting apparatus & wharf repairs. *Kirkland Lake Ont*: Hill-Clark-Francis Ltd, alterations to federal bldg. *Morson Ont*: B N Brignall Construction Ltd, wharf extension & construction of floating platforms. *New Liskeard Ont*: Tri-Town Construction Ltd, alterations to federal bldg. *Ottawa Ont*: Babcock-Wilcox & Goldie-McCulloch Ltd, alterations & improvements to Central Heating Plant, Tunney's Pasture (phase 1); Mercury Maintenance Services Ltd, cleaning interior of Post Office workshops & laboratories, Riverside Drive; A George Linke Ltd, redecoration of certain rooms, No 6 Temporary Bldg; Beaudoin Construction Ltd, repairs & redecoration, "C" Bldg, Cartier Square. *Petawawa Ont*: M J Sulpher & Sons Ltd, extension to laboratory & greenhouse. *Port Arthur Ont*: Hacquiol Construction Ltd, construction of Main St access bridge (Lakehead harbour improvements—stage 6). *Port Burwell Ont*: Ontario Marine & Dredging Ltd, construction of pile clusters. *Port Colborne Ont*: Commercial Electric (Welland) Ltd, lighting & electrical alterations, federal bldg. *Port Stanley Ont*: Con-Bridge Ltd, harbour improvements (fender piles & clusters). *Rocky Point Ont*: Curtis Bros Ltd, wharf construction. *Rondeau (Erieau) Ont*: Dean Construction Co Ltd, repairs to pier. *Crystal City Man*: Gordon L Holmes, construction of RCMP detachment quarters. *St Vital Man*: Kraft Construction Co Ltd, additions & alterations to federal bldg. *Fort Qu'Appelle Sask*: Regal Bros Construction Ltd, construction of staff duplex residences & alterations to doctors' residences; Balzer's Sheet Metal & Heating Ltd, conversion of boilers from coal firing to gas-oil firing, Indian Hospital. *Gull Lake Sask*: Swift Construction Co Ltd, construction of RCMP detachment quarters. *Hudson Bay Sask*: C M Miners Construction Co Ltd, construction of RCMP detachment quarters. *Outlook Sask*: Riendeau Construction Ltd, construction of RCMP detachment quarters. *Porcupine Plain Sask*: Watson Lumber Co, construction of RCMP detachment quarters. *Regina Sask*: Smith Bros & Wilson Ltd, construction of Income Tax Bldg; Thomas Hughes, interior painting, Motherwell Bldg. *Wilkie Sask*: M W Jones, alterations to federal bldg. *Strathmore Alta*: McTavish, McKay & Co Ltd, construction of RCMP detachment quarters. *Fernie B C*: Jarvis Construction Co Ltd, alterations to federal bldg. *Fort St James B C*: Crown Construction Co, construction of RCMP detachment quarters. *Kootenay National Park B C*: Premier Construction Co Ltd, grading, culverts, base course & seal coat, Mile 56.2 to Mile 62.4, Banff-Windermere Highway. *Nelson B C*: Kootenay Decorators, alterations & interior painting, Gray Bldg. *100 Mile House B C*: Hagen Construction Ltd, construction of post office bldg. *Redonda Bay B C*: S R Kirkland Construction Co Ltd, harbour improvements. *Rutland B C*: Lang Construction Ltd, construction of post office bldg. *Vancouver B C*: Park Royal Contractors Ltd, interior painting, Begg Bldg, 1110 West Georgia St; Howe Construction Co Ltd, alterations to 6th & 7th floors, Begg Bldg. *Victoria B C*: Webb & Trace Excavators Ltd, construction of access road to Astrophysical Observatory; Yarrows Ltd, painting, weatherproofing, etc, Astrophysical Observatory. *White Rock B C*: Evans, Coleman & Evans Ltd, harbour improvements (breakwater closure). *Dawson City Y T*: Bennett & White Construction Co Ltd, construction of federal bldg. *Whitehorse Y T*: Adolph Leidtke, painting interior of federal bldg. *Fort Providence N W T*: McNamara Construction Western Ltd, gravel hauling & re-stockpiling at Mile 1.85, North Development Road.

### Contracts Containing the General Fair Wages Clause

*Bay L'Argent Nfld*: G N Banfield, alterations to post office. *Port Hood N S*: John Neil MacInnes, interior painting, federal bldg. *Bathurst N B*: Northern Machine Works Ltd, supply of discharge pipe for pontoons & shoreline, Dredge No 12. *Dalhousie N B*: George Eddy Co Ltd, roof repairs, federal bldg. *Edmundston N B*: Robert Fournier, interior painting, federal bldg. *Hull Que*: Beaudoin Construction Ltd, alterations to National Printing Bureau. *Knowlton Que*: F J Knight & Co, electrical repairs, federal bldg. *Montreal Que*: Versailles Inc, interior repairs & painting, Charpentier Bldg; Imperial Washing Reg'd, interior repairs & painting, Packard Bldg; Hiland Ltd, construction of bunk, Youville Post Office. *Repentigny Que*: L'Archeveque & Rivest Ltd, alterations to Postal Station. *Rouyn Que*: Jacques Filiatrault, alterations to federal bldg. *Campbellford Ont*: Edwin C Little, alterations to federal bldg. *Kingston Ont*: Gordon McGlynn, interior painting, Customs Bldg. *Ottawa Ont*: Aerodyne Ltd, ventilation improvements, Copeland Bldg;



Glebe Electric Ltd, lighting improvements, Confederation Bldg; Turnbull Elevator Co Ltd, elevator repairs, Citizenship Bldg; Fixit Household Services Ltd, heating repairs, Seminary Bldg, RCMP Headquarters; Acorn Realty Co Ltd, alterations to Motor Bldg; Duford Ltd, redecoration of washrooms, Parliament Bldgs; Roy Soderlind & Co Ltd, ventilation repairs, Parliament Bldgs; Kenden Builders Ltd, repair to Mines & Technical Bldgs, Booth St; Unicrete Co Ltd, supply & erection of partitions, Plouffe Park Bldg; M Sullivan & Son Ltd, alterations to No 3 Temporary Bldg; Oak Construction Co Ltd, alterations to 601 Booth St; A C Reed, repairs to Forest Products Laboratory; Geo Bolton Ltd, lighting repairs, "A" Bldg, Cartier Square. *Simcoe Ont*: Albert Lamoureux, interior painting, federal bldg. *Windsor Ont*: National Painting & Decorating Ltd, interior painting, Income Tax Bldg; Windsor Truck & Storage Ltd, moving furniture & equipment from various locations to Dominion public bldg. *Winnipeg Man*: Malcolm Construction Co Ltd, ventilation repairs, Income Tax Bldg. *Regina Sask*: Bird Construction Co Ltd, alterations to Motherwell Bldg; Poole Construction Co Ltd, alterations to Motherwell Bldg. *Campbell River B C*: D Robinson Construction (1952) Ltd, alterations to federal bldg. *Cranbrook B C*: H Knies Construction Co, alterations to federal bldg. *Kitimat B C*: Woodall Decorators, interior painting, federal residences. *Langley B C*: Langley Construction Co, alterations to federal bldg. *New Westminster B C*: John Manly Ltd, construction & delivery of house barge for Dredge PWD No 324.

### Department of Transport

*St John's (Robin Hood Bay) Nfld*: McNamara Construction of Nfld Ltd, construction of combined Marine/Aeradio Transmitter Bldg, tuning house & related work. *Pictou N S*: Ferguson Industries Ltd, \*construction of steel pilot launch. *Fredericton N B*: Conniston Construction Co Ltd, construction of security fence, Airport. *Val d'Or Que*: Argo Electric Reg'd, construction of LI lighting for approaches 18 & 36. *Amherstburg Ont*: McNamara Marine Ltd, construction of two offshore lighthouse piers in Detroit River. *Malton Ont*: Louis Donolo (Ontario) Ltd, construction of power plant, Air Terminal Bldg, Toronto International Airport; Mohawk Construction Ltd, clearing for approach No 10. *Sault Ste Marie Ont*: L R Brown & Co Ltd, construction of ILS installation and related work. *Waubushene Ont*: Waubushene Navigation Ltd, \*construction of hydraulic dump scow. *Saskatoon Sask*: Accurate Electrical Contractors, construction of additional taxiway lighting, Airport. *Abbotsford B C*: Accurate Electrical Contractors, construction of lighting facilities, Airport. *Cultus Lake B C*: Deitchers Construction, construction of NDB bldg & related work. *Estevan Point B C*: J H Todd & Sons Ltd, construction of garage, improvements to bathrooms & additional fire protection. *Fort St John B C*: McCormick Electric Ltd, construction of lighting facilities, Airport. *Prince Rupert B C*: A C McEachern Ltd, construction of water supply & sewage effluent disposal facilities, Airport; D E Guyatt Co Ltd, construction of overhead power line & related work, Airport. *Sandspit B C*: K Moore & Co Ltd, installation of high intensity approach lighting & related work. *Sidney B C*: Hume & Rumble Ltd, installation of condenser discharge threshold identification lighting, Runway 08, Victoria International Airport. *Vancouver B C*: Henry J Kaiser Co (Canada) Ltd, Tallman Construction Co Ltd & Gilpin Construction Co Ltd, extension of Runway 08-26, Airport.

Total net income of farm operators from farming operations in 1960 was estimated at \$1,352,200,000, an increase of about 12 per cent from the revised 1959 figure of \$1,206,300,000, in advance preliminary estimates released last month by the Dominion Bureau of Statistics.

Gross farm income, which includes farm cash income, income in kind, and inventory changes, totalled \$3,245,200,000 in the year, about 5 per cent more than the preceding year's total of \$3,086,100,000.

Cash income in 1960 from the sale of farm products was only slightly below the 1959 total.

A substantial increase occurred in cash advances on farm-stored grains in western Canada. Supplementary payments to farmers in western Canada amounted to \$77,000,000; these included payments made under the provisions of the Prairie Farm Assistance Act, the Western Grain Producers' Acreage Payment Plan, and the Federal-Provincial Emergency Unthreshed Grain Assistance Policy. In 1959, farmers received supplementary payments totalling \$22,000,000, most of it under the provisions of the Prairie Farm Assistance Act.

# PRICES AND THE COST OF LIVING

## Consumer Price Index Revised

New index based on 1957 rather than 1947-48 expenditure patterns but time base 1949=100 retained. Index based on 1947-48 expenditure pattern discontinued. List of items in the index expanded and relative importance of items revised

The consumer price index published below is the revised index based on 1957 rather than 1947-48 expenditure patterns. The time base 1949=100 has been retained; the revised index continues to express prices as a percentage of 1949 prices.

The index based on the 1947-48 weighting pattern has been discontinued.

This is the fifth revision of retail price indexes in Canada. The first four combined a revision of the weight base (the items entering into the index) and of the time base (the period from which the index measures the percentages change in prices).

The first of a series of Canadian index numbers of retail prices was published in 1910, covering the period 1900-10 and based on prices in 1900. Four subsequent revisions incorporated different expenditure patterns closely related to the time-base periods 1913, 1926, 1935-39, and 1949.

The fifth and latest revision is based on a new "market basket," that is, the list of items included in the index has been expanded and their weights, the relative importance of the items, revised in accordance with family purchasing habits as reported in the 1957 urban family expenditure survey.

Examples of new items included in the new index are: restaurant meals, ice cream, powdered skim milk, doughnuts, tomato catsup, instant coffee, tea bags, turkey, weiners, tomato juice, canned pineapple; fresh grapes, strawberries, peaches, and corn; frozen strawberries, orange juice, peas and green beans; women's skirts, women's sweaters, men's cotton sport shirts, girl's sweaters, jewellery, oil heating service contracts, electric frying pan, automatic clothes dryer, plane fares, automobile muffler replacement, admission to sports events, television set and toys and sports equipment.

Items dropped are: canned strawberries, bologna, ice, laundry soap, brooms, hospital rates, women's housedresses, men's winter underwear, men's overalls, men's work boots, radio license and prepaid hospital care.

A complete description of the 1957 weighted index is contained in *The Consumer Price Index for Canada (1949=100)—Revision Based on 1957 Expenditures*. This DBS publication (No. 62-518, price 75¢) also includes a comparison of the 1957 weighted indexes and the 1947-48 weighted indexes for the period January 1957-December 1960.

The new index has been linked to and is identical with the previously published 1947-48 weighted index at January 1961. For February 1961, the new index is also identical to the previously published index, although indexes for component groups within the index are slightly different.

### Consumer Price Index, March 1961

Consumer prices increased 0.2 per cent from 128.9 to 129.1 between February and March, as measured by the revised consumer price index.\* Increases in the housing and clothing indexes offset decreases in the transportation, health and personal care, and recreation and reading indexes. The food, and tobacco and alcohol indexes were both unchanged.

The food index was unchanged at 124.0. Lower prices were reported for beef, poultry, canned salmon, powdered skim milk, coffee, cheese, grapefruit, fresh tomatoes, lettuce and celery. These price decreases were balanced by higher prices for eggs, pork, fats and a number of other fresh fruits and vegetables, particularly apples and carrots.

The housing index rose 0.1 per cent, from 133.1 to 133.2, reflecting a small increase in the household operation index. The shelter index was unchanged. In the household operation group, prices were higher for fuel oil and furniture but price decreases occurred for some items of household supplies. In shelter, both the rent and homeownership indexes were unchanged.

\*See Table F-1 at back of book.

The clothing index increased 0.3 per cent from 111.5 to 111.8 as a result of higher prices for women's and children's wear, footwear and piece goods. Price decreases were reported for some clothing services while men's wear and jewellery indexes were unchanged.

The transportation index declined 0.1 per cent, from 141.1 to 141.0, with a decrease in the automobile operation index outweighing an increase in the local transportation index. The travel index, covering train, bus and plane fares, was unchanged. In the automobile operation group, prices were lower for new passenger cars, body repairs and brake relining but gasoline, tire and battery prices were up. Street car and bus fares in local transportation were higher in several cities.

The slight decline of 0.1 per cent in the health and personal care index, from 154.6 to 154.4, resulted entirely from lower prices for some personal care items as the health care index was unchanged.

The recreation and reading index declined 0.1 per cent, from 146.7 to 146.6, reflecting a decrease in the recreation index resulting from lower prices for bicycles. The reading index was unchanged.

The tobacco and alcohol index was unchanged at 115.7.

### City Consumer Price Indexes, February 1961

Consumer price indexes (1949=100) declined in seven of ten regional cities between January and February, with decreases ranging from 0.2 per cent in Saint John, Ottawa and Toronto to 0.5 per cent in Saskatoon-Regina.<sup>†</sup> Indexes were unchanged in both St. John's and Montreal, and the Halifax index increased a fractional 0.1 per cent.

Food indexes were lower in nine of the ten regional cities; the Halifax index was higher. Shelter indexes showed mixed results: four were higher, three lower and three remained at January levels. Clothing indexes moved to lower levels in three cities, were unchanged in three cities and were higher in the other four regional cities. Household operation indexes rose in six cities and declined in the other four cities. Other commodities and services indexes were up in seven cities and down in the remaining three cities.

<sup>†</sup>See Table F-2 at back of book.

Regional consumer price index changes between January and February were as follows: Saskatoon-Regina -0.6 to 124.5; Winnipeg -0.4 to 126.9; Edmonton-Calgary -0.4 to 124.7; Vancouver -0.4 to 129.9; Ottawa -0.3 to 129.4; Saint John -0.2 to 129.8; Toronto -0.2 to 131.0; Halifax +0.1 to 128.0. St. John's and Montreal remained unchanged at 116.2\* and 129.4 respectively.

### Wholesale Price Index, January 1961

Canada's general wholesale price index (1935-39=100) in January rose 0.5 per cent to 231.3 from 230.1 in December and 0.3 per cent from 230.5 in January last year. Seven of the eight major group indexes advanced while the chemicals product group index remained unchanged at 188.0.

The animal products group index increased 1.0 per cent to 258.5 in January from 255.8 in December, the non-ferrous metals group index rose 0.7 per cent to 176.2 from 174.9, the vegetable products group index rose 0.6 per cent to 200.0 from 198.7, and the wood products group index also advanced 0.6 per cent to 302.1 from 300.2.

Minor increases occurred in the following groups: textile products, up to 230.3 from 229.6; non-metallic minerals, up to 185.5 from 185.1; and iron products, up to 254.7 from 254.6.

### U.S. Consumer Price Index, February 1961

The United States consumer price index (1947-49=100) rose 0.1 per cent between mid-January and mid-February to equal the record reached in December. It advanced from 127.4 to 127.5, pushed by higher prices for used cars, hospitalization and surgery insurance, and fresh fruits.

The average index for the year 1960 was 126.5. During the year the index rose in every month except August, when it remained unchanged.

### U.K. Index of Retail Prices, January 1961

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose 0.1 per cent from 112.2 to 112.3 between mid-December and mid-January. At this level it was 2.4 points above the January 1960 reading.

\*On base June 1951=100.



# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the *LABOUR GAZETTE*.

List No. 150

## Aged

1. CLARK, ROBERT M. *Economic Security for the Aged in the United States and Canada; a Report prepared for the Government of Canada*. Ottawa, Published by the authority of the... Minister of National Health and Welfare [by the Queen's Printer] 1960. 2 volumes.

Among other topics, this book touches on government-sponsored old-age pension schemes, private old-age pension schemes, and government annuities.

2. U.S. NATIONAL ADVISORY COMMITTEE FOR THE WHITE HOUSE CONFERENCE ON AGING. *White House Conference on Aging, January 9-12, 1961: Background Paper on Population Trends, Social and Economic Implications*. Prepared by the Planning Committee on Population Trends, Social and Economic Implications. Chairman: John B. Martin, Jr. Washington, GPO, 1960. Pp. 50.

3. U.S. NATIONAL ADVISORY COMMITTEE FOR THE WHITE HOUSE CONFERENCE ON AGING. *White House Conference on Aging, January 9-12, 1961: Background Paper on Research in Gerontology: Biological*. Prepared under direction of the Committee on Research in Gerontology: Biological. Chairman: Dr. Hardin B. Jones. Washington, GPO, 1960. Pp. 41.

## Annual Reports

4. CANADA. DEPARTMENT OF LABOUR. *Annual Report for the Fiscal Year ended March 31, 1960*. Ottawa, Queen's Printer, 1960. Pp. 89.

5. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wage Rates, Salaries and Hours of Labour. Annual Report no. 42; October 1959*. Ottawa, Queen's Printer, 1960. Pp. 402.

6. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Wages & Hours, Primary Textiles Industry, 1959*. Ottawa, Queen's Printer, 1960. Pp. 12.

7. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Workmen's Compensation in Canada, a Comparison of Provincial Laws. October 1960*. Ottawa, Queen's Printer, 1960. Pp. 45.

8. U.S. NATIONAL SCIENCE FOUNDATION. *Tenth Annual Report for Fiscal Year ended June 30, 1960*. Washington, GPO, 1960. Pp. 310.

9. U.S. PRESIDENT. *Economic Report of the President transmitted to the Congress, January 18, 1961*. Washington, GPO, 1961. Pp. 214.

## Collective Bargaining

10. CYRIAX, GEORGE. *The Bargainers; a Survey of Modern Trade Unionism*, by George Cyriax and Robert Oakeshott. London, Faber and Faber, 1960. Pp. 228.

An examination of British trade unions which discusses such topics as strikes, management-union co-operation, white-collar unions, wages, fringe benefits, trade union law, and the political activities of unions.

11. MONTREAL. BOARD OF TRADE. EMPLOYEE RELATIONS SECTION. *The Managerial Function and Status under Collective Bargaining; a Panel Discussion, Thursday, November 10th, 1960... Montreal. Transcript of Proceedings*. Montreal, 1960. Pp. 23.

Speakers: C. O. Liddiard, Plant Superintendent, Fry-Cadbury Limited, Montreal; J. A. Wayland, Personnel Manager, Asbestos Corporation Limited, Thetford Mines; A. W. Young, Manager, Christie Brown and Co. Ltd., Montreal. Such matters as seniority, grievance procedures, fringe benefits, discipline, and management rights were touched on by the panel. A question period was included.

12. U.S. DEPARTMENT OF LABOR. *Collective Bargaining in the Basic Steel Industry; a Study of the Public Interest and the Role of Government* [by E. Robert Livernash. Washington, GPO] 1961. Pp. 317.

Discusses such matters as the impact of steel strikes on the American economy, collective bargaining in the steel industry, the economic implications of collective bargaining in the steel industry, and the effect of government intervention in steel disputes.

## Economic Conditions

13. CLARK, COLIN GRANT. *The Conditions of Economic Progress*. 3d ed., largely rewritten. London, Macmillan, 1957. Pp. 720.

Partial Contents: Real National Products in 1950. International Comparisons of Real Income per Head and Real Product per Man-Hour for Other Years. The Valuation of Real National Income in Soviet Russia. The Productivity of Primary Industry. The Productivity

of Manufacturing Industry. The Productivity of Service Industry. Consumption of Principal Classes of Goods and Services as a Function of Real Income. The Distribution of Labour between Industries. Relative Incomes and Other Factors controlling the Supply of Labour to Different Industries and Occupations. Capital Resources and their Accumulation. Distribution of Income between Factors of Production and between Persons.

14. EUROPEAN ECONOMIC COMMUNITY. COMMISSION. *General Report on the Activities of the Community*. Jan. 1/Sept. 7, 1958-1959/60. [Brussels] 1958-1960. 3 volumes.

Department of Labour Library has 1st, Jan. 1/Sept. 17, 1958; 2nd, Sept. 18, 1958-March 20, 1959; 3rd, March 21, 1959-May 15, 1960.

15. FERRY, W. H. *The Economy under Law. Followed by a Discussion*. Santa Barbara, Cal., Center for Study of Democratic Institutions, c1960. Pp. 72.

The author suggests "the idea of a political economy based on the purposive use of law, politics, and government on behalf of the common good."

16. NATIONAL INDUSTRIAL CONFERENCE BOARD. *The Business Outlook, 1961; a Discussion by the Conference Board Economic Forum and Guests held at... New York City, December 1, 1960*. New York, c1960. Pp. 103.

Fourteen economists discussed current business and general economic conditions and forecast the economic situation for 1961.

## Education, Vocational

17. BOLLINGER, ELROY WILLIAM. *Trade Analysis and Course Organization for Shop Teachers*, by Elroy Wm. Bollinger and Gilbert G. Weaver. New York, Pitman Pub. Corp. [1955] Pp. 136.

18. CANADA. DEPARTMENT OF LABOUR. *Acquisition of Skills: a Pilot Study of the Education and Training Background of a Sample of Tool and Die Makers, Sheet Metal Workers, Floor Moulders Draughtsmen, and Electronic Technicians in the Toronto and Montreal Labour Markets*. Ottawa, Queen's Printer, 1960. Pp. 68.

Report prepared under the general direction of the Interdepartmental Skilled Manpower Training Research Committee in the Economics and Research Branch of the federal Department of Labour.

Based on an "Acquisition of Skills Survey" covering about 800 workers, carried out in about 75 firms in Montreal and Toronto in the summer of 1956. The booklet contains a summary of findings of the survey and tabulated data concerning each of the five trades: electronic technician, floor moulder, senior draughtsman, sheet metal worker, and tool and die maker.

19. CANADA. DEPARTMENT OF LABOUR. *Apprenticeship in Manufacturing, a Look at Current Practices in a Selected Number*

of Canadian Companies. Prepared by the Information Branch for the Vocational Training Branch. Ottawa, Queen's Printer, 1960. Pp. 35.

Partial Contents: Planning and Administering Apprenticeship. Training Methods. Choosing an Apprentice. Provincial Assistance to Employers. Industry Helps Itself. General Conclusions.

20. VENABLES, PERCY FREDERICK RONALD. *Sandwich Courses for Training Technologists and Technicians*. With a contribution by R. Ratcliffe. London, Max Parrish, 1959. Pp. 160.

"In a 'sandwich course', college study and industrial training, usually of six months' duration each, alternate over a period of several years." The author is Principal of the College of Technology in Birmingham, England. He discusses the various aspects of sandwich courses.

## Industrial Relations

21. AMERICAN MANAGEMENT ASSOCIATION. *Looking Ahead in Labor Relations, and Other Challenges for Personnel Management*. New York, 1960. Pp. 86.

Includes two symposiums: Labour Relations in the 1960's; and, Electronic Data Processing and the Personnel Department. There are also talks on the U.S. Labor-Management Reporting and Disclosure Act of 1959; industrial relations in West Germany; executive selection; and, how General Motors Corporation surveys employee attitudes.

22. CONFERENCE ON LABOR, NEW YORK UNIVERSITY. 13TH, 1960. *Proceedings*. Albany, Matthew Bender & Co., 1960. Pp. 494.

Most of the talks delivered at the 13th Annual Conference on Labor of New York University were concerned with the Labor-Management Reporting and Disclosure Act of 1959. Some of the topics discussed were secondary boycotts, picketing, trade union finances, union administration and boundaries of State-Federal jurisdiction in industrial relations under the new Act.

23. NATIONAL ACADEMY OF ARBITRATORS. *Challenges to Arbitration; Proceedings of the Thirteenth Annual Meeting, Washington, D.C., January 27-29, 1960*. Edited by Jean T. McKelvey. Washington, BNA inc., 1960. Pp. 188.

Includes proceedings of a tributary luncheon for Mr. William H. Davis, former chairman of the U.S. National War Labor Board.

Includes talks on the National Academy of Arbitrators, arbitration of disputes over subcontracting, arbitration and contract disputes, and a talk by James P. Mitchell, Secretary of Labor in the Eisenhower Cabinet.

## International Agencies

24. EPSTEIN, EDNA. *The First Book of the United Nations*. New York, Franklin Watts, Inc., 1959. Pp. 89.

A simply written story of the work of the United Nations.

25. INTERNATIONAL LABOUR OFFICE. *Proposed Convention concerning the Partial Revision of the Conventions adopted by the General Conference of the International Labour Organization at its First Thirty-two Sessions for the Purpose of standardising the Provisions regarding the Preparation of Reports by the Governing Body of the International Labour Office on the Working of Conventions.* Ninth item on the agenda. Geneva, 1960. Pp. 15.

At head of title: Report 9. International Labour Conference. 45th sess., 1961.

## Labour Organization

26. ALLEN, VICTOR LEONARD. *Trade Unions and the Government.* London, Longmans, 1960. Pp. 326.

Examines the relationship between trade unions and the central Government in Great Britain. Suggests that trade unions have used three main methods to influence the Government: (1) the strike weapon; (2) constitutional representations from the unions; and (3) party political pressure through the Parliamentary Labour Party.

27. CONFEDERATION DES TRAVAILLEURS CATHOLIQUES DU CANADA. *Procès verbal, 39th session, Montréal, P.Q., 1960.* Québec, 1960. Pp. 359, 46.

At this conference the CTCC changed its name to Confédération des Syndicats Nationaux (Confederation of National Unions).

28. GALENSON, WALTER. *The CIO Challenge to the AFL; a History of the American Labor Movement, 1935-1941.* Cambridge, Harvard University Press, 1960. Pp. 732.

Traces the split in the American Federation of Labor and the formation of the Congress of Industrial Organizations; includes histories of unions in 18 industries; and concludes by reviewing and appraising some general aspects of the labour movement. The book examines the roles played by John L. Lewis, Philip Murray, William Green, Sidney Hillman and other important trade union leaders of the time.

29. INTERNATIONAL LABOUR OFFICE. *The Trade Union Situation in the U.S.S.R.; Report of a Mission from the International Labour Office.* Geneva, 1960. Pp. 136.

A Mission from the International Labour Office carried out a factual survey relating to freedom of association in Russia in 1959. This report contains a brief outline of trade union history in Russia, and an examination of labour legislation, trade union organization, and the functions of trade unions.

30. INTERNATIONAL LABOUR OFFICE. *The Trade Union Situation in the United States; Report of a Mission from the International Labour Office.* Geneva, 1960. Pp. 148.

A Mission from the International Labour Office visited the United States in 1959 to carry out a factual survey relating to freedom of association. This report contains a brief description of American trade union history

and surveys trade union legislation, employer-union relationships pertaining to freedom of association, industrial relations and collective bargaining, and briefly examines union government.

## Labouring Classes

31. COHEN, SANFORD. *Labor in the United States.* Columbus, Ohio, Charles E. Merrill Books, 1960. Pp. 676.

Some of the topics covered include labour force in the United States, organized labour in the U.S., collective bargaining, wage determination factors, unionism and wages, labour law in the U.S., social security, and unemployment.

32. HAYTHORNE, GEORGE VICKERS. *Labor in Canadian Agriculture.* Cambridge, Distributed for the Harvard Graduate School of Public Administration of Harvard University by Harvard University Press, 1960. Pp. 122.

Contents: The Position of Agriculture in the Economy. Patterns of Manpower Use in Agriculture. Factors affecting Labor in Farm Production. The Farm Labor Market. Allocation of Manpower and Other Agricultural Resources.

## Unemployment

33. INTERNATIONAL LABOUR OFFICE. *Employment Problems and Policies.* Sixth item on the agenda. Geneva, 1960. Pp. 83.

At head of title: Report 6. International Labour Conference. 45th session, 1961.

Deals with unemployment and underemployment.

34. MICHIGAN. UNIVERSITY. SURVEY RESEARCH CENTER. *The Impact of Unemployment in the 1958 Recession; [Report for Consideration by the] Special Committee on Unemployment Problems, United States Senate, pursuant to S. Res. 252. A Report of Nationwide Surveys of Unemployment, Unemployment Insurance, and Attitudes of the Unemployed,* prepared by Wilbur J. Cohen, William Haber, and Eva Mueller [University of Michigan] Washington, GPO, 1960. Pp. 73.

At head of title: 86th Cong., 2d sess. Committee print.

"...Brings together the results of four nation-wide surveys conducted...in 1958 and 1959 in order to study the impact of unemployment during the 1958 recession."

35. U.S. INTERDEPARTMENTAL COMMITTEE TO COORDINATE FEDERAL URBAN ASSISTANCE PROGRAMS. *Federal Programs of Assistance to Labor Surplus Areas; a Report.* Compiled in Office of Area Development, Business and Defense Services Administration, U.S. Dept. of Commerce. Washington, GPO, 1960. Pp. 43.

Lists the types of federal assistance that are available to supplement state and local programs of aid to labour surplus areas.



## Wages and Hours

36. AMERICAN FEDERATION OF TEACHERS. *Survey of Teachers' Salaries. September 1960.* Chicago, 1960. Pp. 75.

37. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Top Executive Compensation*, by Harland Fox. New York, 1960. Pp. 76.

"...An analysis of the total compensation (including bonus and incentive awards) of the three highest-paid executives in each of 999 companies in 1959."

38. U.S. BUREAU OF LABOR STATISTICS. *National Survey of Professional, Administrative, Technical, and Clerical Pay, Winter 1959-60: Accountants and Auditors, Attorneys, Engineers and Scientists, Personnel Management, Clerical Supervisory, Draftsmen, Office Clerical.* Washington, GPO, 1960. Pp. 49.

Contains information on wages and hours, pay differences by region and industry, entrance rate policies for engineers, chemists, and mathematicians, and supplementary cash bonus plans. Includes job descriptions for the classes mentioned in the report.

## Women—Employment

39. CANADA. WOMEN'S BUREAU. *A New Career after 30; Report of an Enquiry by the Women's Bureau into the Experience of Women who had taken Professional Social Work Training at Thirty Years of Age or Over.* Ottawa, Department of Labour of Canada, 1960. Pp. 34.

Based on replies to a questionnaire of 152 women graduates from eight schools of social work in Canada who had undertaken social work training at thirty years of age or over. Includes some case histories.

40. U.S. WOMEN'S BUREAU. *Training Opportunities for Women and Girls; Pre-employment Courses, Initial Training Programs.* Washington, GPO, 1960. Pp. 64.

Examines some occupations for which women can obtain formal training, excluding professional occupations which require a college degree.

## Miscellaneous

41. AMERICAN MANAGEMENT ASSOCIATION. *Developing a Product Strategy: Planning, Production, Promotion.* Contributors: John F. Bahm, Jr. [and others] With an introduction by Philip Marvin. Elizabeth Marting, editor. New York, 1959. Pp. 352.

Contains articles by 35 contributors concerning the introduction of new products on the market. Discusses planning and organization, research and exploration, the product-screening process, production, marketing plans and procedures, and financial requirements.

42. EUROPEAN PRODUCTIVITY AGENCY. *Integrated Data Processing and Computers; Report on a Mission to the United States by*

*a Group of European Experts.* EPA Project 6/02B. Paris, OEEC, 1960. Pp. 77.

Twenty-five participants from ten European countries spent eight weeks in the U.S. to study electronic data processing and electronic computers. This report is intended to show management the advantages to be gained from data processing procedures and equipment.

43. FORM, WILLIAM HUMBER. *Community Influentials in a Middle-Sized City; a Case Study*, by William H. Form and Warren L. Sauer. East Lansing, Michigan State University, c1960. Pp. 16.

A study of 40 prominent citizens in Lansing, Mich., to discover what characteristics made them influential in the community.

44. FRIEDMAN, MILTON. *Essays in Positive Economics.* Chicago, University of Chicago Press, 1953. Pp. 328.

The essays in this book are grouped under three major topics: methodological issues in economic analysis, the theory of demand, and monetary theory and policy.

45. LEIBY, JAMES. *Carroll Wright and Labor Reform: the Origin of Labor Statistics.* Cambridge, Harvard University Press, 1960. Pp. 242.

Mr. Wright was the first federal Commissioner of Labor (1885-1905) in the U.S.

46. LEVITT, KARI. *Population Movements in the Atlantic Provinces.* Halifax, Atlantic Provinces Economic Council, 1960. Pp. 97, 43.

"Commissioned by Atlantic Provinces Research Board and prepared by Atlantic Provinces Economic Council."

47. NATIONAL CONFERENCE OF CANADIAN UNIVERSITIES AND COLLEGES. *Proceedings, Thirty-sixth Meeting 2, 3, 4 June, 1960, Queen's University.* Ottawa, 1960. Pp. 120.

48. SNOW, (SIR) CHARLES PERCY. *The Two Cultures and the Scientific Revolution.* New York, Cambridge University Press, 1959. Pp. 58.

Contains talks given as part of the Rede lecture at Cambridge University in 1959. These talks deal with the lack of harmony and understanding between the scientist and the literary person.

49. U.S. BUREAU OF LABOR STANDARDS. *State Workmen's Compensation Laws.* Rev. May 1960. Washington, GPO, 1960. Pp. 70.

Summarizes the main provisions of the State workmen's compensation acts.

50. YOUNGER, KENNETH GILMOUR. *The Public Service in New States; a Study in Some Trained Manpower Problems.* London, Oxford University Press, 1960. Pp. 113.

An examination of the problems that occur in maintaining an efficient staff in the civil service of a former colony which has now become independent. The author discusses the present situation in Nigeria, Ghana, Malaya, and the Sudan.

# LABOUR STATISTICS

	PAGE
Tables A-1 to A-4—Labour Force.....	404
Table B-1—Labour Income.....	406
Tables C-1 to C-6—Employment, Hours and Earnings.....	407
Tables D-1 to D-5—Employment Service Statistics.....	411
Tables E-1 to E-4—Unemployment Insurance.....	417
Tables F-1 and F-2—Prices.....	419
Tables G-1 to G-4—Strikes and Lockouts.....	420
Tables H-1 and H-2—Industrial Fatalities.....	423

## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED JANUARY 14, 1961**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,396	565	1,793	2,372	1,086	580
Men.....	4,700	423	1,341	1,689	815	432
Women.....	1,696	142	452	683	271	148
14—19 years.....	593	62	208	182	101	40
20—24 years.....	798	78	259	269	131	61
25—44 years.....	2,944	239	823	1,117	487	278
45—64 years.....	1,846	162	459	719	324	182
65 years and over.....	215	24	44	85	43	10
Employed.....	5,703	481	1,544	2,170	1,005	503
Men.....	4,094	344	1,122	1,518	742	368
Women.....	1,609	137	422	652	263	135
Agricultural.....	585	47	120	142	250	26
Non-Agricultural.....	5,118	434	1,424	2,028	755	477
Paid Workers.....	4,654	388	1,284	1,867	691	424
Men.....	3,189	265	895	1,268	459	302
Women.....	1,465	123	389	599	232	122
Unemployed.....	693	84	249	202	81	77
Men.....	606	79	219	171	73	64
Women.....	87	5	30	31	8	13
Persons Not in the Labour Force.....	5,518	633	1,589	1,817	950	529
Men.....	1,235	175	329	379	220	132
Women.....	4,283	458	1,260	1,438	730	397

\* Less than 10,000.

**TABLE A-2—UNEMPLOYED**

(Estimates in thousands)

Source: DBS Labour Force Survey

	January 1961	December 1960	January 1960
Total Unemployed.....	693	528	547
On Temporary layoff up to 30 days.....	63	39	43
Without work and seeking work.....	630	489	504
Seeking full-time work.....	599	466	478
Seeking part-time work.....	31	23	26
Seeking under 1 month.....	156	158	148
Seeking 1—3 months.....	293	206	252
Seeking 4—6 months.....	113	72	63
Seeking more than 6 months.....	68	53	41

**TABLE A-3—DESTINATION OF ALL IMMIGRANTS BY REGIONS**

Source: Immigration Branch, Department of Citizenship and Immigration

Period	Atlantic	Quebec	Ontario	Prairies	B.C. Yukon N.W.T.	Canada Total	Males
1953 Total.....	4,049	34,294	90,120	27,208	13,197	168,868	91,422
1954 Total.....	3,849	28,419	83,029	26,638	12,292	154,227	84,531
1955 Total.....	3,067	22,117	57,563	15,559	11,640	109,946	56,828
1956 Total.....	3,029	31,396	90,662	17,957	17,930	164,857 <sup>(1)</sup>	89,541
1957 Total.....	5,092	55,073	147,097	37,172	37,730	282,164	154,226
1958 Total.....	3,268	28,443	63,853	15,756	13,531	124,851	60,630
1959 Total.....	2,163	24,816	55,976	12,848	11,125	106,928	51,476
1960 Total.....	2,233	23,744	54,491	13,373	10,240	104,111	51,018

<sup>(1)</sup> Total includes 3,883 whose destination is not specified.**TABLE A-4—DISTRIBUTION OF WORKERS ENTERING CANADA BY OCCUPATIONS**

Source: Immigration Branch, Department of Citizenship and Immigration

	Managerial and Professional	Clerical	Transportation and Communication	Commercial and Financial	Services	Agriculture	Fishing, Trapping, Logging and Mining	Manufacturing and Mechanical and Construction	Labourers	Others	Total Workers
1953 Total.....	10,021	6,339	1,855	3,185	13,766	17,250	879	26,492	10,380	966	91,133
1954 Total.....	9,983	6,775	1,938	2,735	11,974	10,920	763	25,699	13,011	578	84,376
1955 Total.....	8,563	5,775	1,190	2,146	9,588	7,036	514	15,117	7,687	371	57,987
1956 Total.....	10,339	9,492	2,255	3,823	13,800	7,500	1,649	29,264	12,482	435	91,039
1957 Total.....	17,256	16,829	5,254	6,559	17,574	10,838	2,693	54,376	19,471	661	151,511
1958 Total.....	8,497	6,745	1,229	2,229	11,501	5,071	513	17,476	9,388	429	63,078
1959 Total.....	7,784	5,459	999	2,107	9,740	4,965	371	12,792	8,940	394	53,551
1960 Total.....	8,261	5,860	1,223	2,152	8,763	5,321	667	13,551	7,482	293	53,573



## B—Labour Income

### TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: All figures in this table except those for 1956 have been revised. Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>1</sup>						Totals <sup>3</sup>
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>2</sup>	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Govern- ment)	Supple- men- tary Labour Income	
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,828	1,677	270	1,329	298	2,359	4,295	739	16,524
1959—Total....	552	5,103	1,773	288	1,472	316	2,528	4,705	819	17,761
1960—Total....	551	5,200	1,779	326	1,472	327	2,641	5,095	916	18,514
1960—Jan.....	46.1	426.2	141.8							1,462.4
Feb.....	46.7	426.3	142.8	73.5	291.8	78.1	635.1	1,220.0	220	1,546.0
March....	46.7	428.7	140.0							1,469.8
April.....	44.5	430.7	146.1							1,494.1
May.....	45.1	437.3	149.3	72.0	363.4	81.2	657.0	1,273.6	226.9	1,537.4
June.....	46.7	443.3	152.4							1,590.2
July.....	46.3	435.3	155.0							1,578.9
August...	46.7	437.9	154.4	88.5	446.7	84.7	663.5	1,282.7	232.9	1,592.3
Sept.....	46.9	442.0	153.2							1,620.7
Oct.....	45.7	437.5	151.2							1,599.8
Nov.....	45.4	432.3	148.5	91.6	369.9	82.6	685.4	1,319.2	235.5	1,573.7
Dec.....	44.3	422.6	144.7							1,529.4
1961—Jan.†....	44.2	420.3	140.9							1,494.2

<sup>1</sup>Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>2</sup>Includes post office wages and salaries.

<sup>3</sup>Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

† Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at January, 1961 employers in the principal non-agricultural industries reported a total employment of 3,621,903. Tables C-1 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949 = 100) <sup>1</sup>			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Payrolls	Average Weekly Wages and Salaries		Employ- ment	Aggregate Payrolls	Average Weekly Wages and Salaries	
				\$				\$
Averages								
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1960								
January.....	115.1	202.2	174.9	75.13	108.6	194.4	177.2	77.90
February.....	114.6	202.0	175.4	75.35	108.9	194.4	176.6	77.68
March.....	114.2	201.5	175.4	75.37	109.0	195.5	177.5	78.04
April.....	114.8	204.1	176.9	75.98	108.8	196.3	178.5	78.48
May.....	118.9	209.8	175.4	75.36	110.6	198.1	176.9	77.80
June.....	122.8	217.7	176.1	75.67	112.1	201.8	177.8	78.16
July.....	121.9	217.8	177.6	76.28	110.2	198.4	177.8	78.18
August.....	123.1	219.0	176.8	75.94	111.7	199.7	176.5	77.62
September.....	123.1	220.7	178.2	76.55	111.6	201.6	178.2	78.37
October.....	121.5	218.2	178.3	76.60	109.6	199.4	179.6	78.95
November.....	119.7	214.5	177.9	76.43	108.1	197.2	180.0	79.16
December*.....	114.8	202.4	175.0	75.18	104.1	187.0	177.2	77.92
1961								
January†.....	111.7	201.6	179.2	76.99	104.4	191.7	181.1	79.64

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average hourly earnings formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

\* Revised.

† Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Dec. 1960	Nov. 1960	Dec. 1959	Dec. 1960	Nov. 1960	Dec. 1959
<b>Provinces</b>				\$	\$	\$
Newfoundland.....	122.3	139.5	118.8	67.96	69.45	62.31
Prince Edward Island.....	117.0	133.0	120.2	54.56	55.62	54.52
Nova Scotia.....	90.0	96.7	97.0	60.15	62.44	58.22
New Brunswick.....	105.4	108.1	105.6	62.83	62.65	60.20
Quebec.....	115.2	121.2	116.5	72.64	73.95	69.76
Ontario.....	116.4	119.8	120.0	78.21	79.34	75.07
Manitoba.....	107.7	111.7	109.6	70.80	71.84	68.97
Saskatchewan.....	119.0	126.7	123.9	72.20	73.02	70.62
Alberta (including Northwest Territories).....	147.2	150.9	151.2	77.10	78.17	74.51
British Columbia (including Yukon).....	107.8	111.9	113.9	81.49	83.73	79.30
<b>Canada.....</b>	<b>115.0</b>	<b>119.7</b>	<b>118.1</b>	<b>75.19</b>	<b>76.43</b>	<b>72.41</b>
<b>Urban Areas</b>						
St. John's.....	124.9	136.5	131.3	54.92	55.87	51.19
Sydney.....	72.3	90.8	93.6	72.84	73.82	67.03
Halifax.....	119.7	120.5	119.0	61.38	62.13	58.82
Moncton.....	100.0	108.0	101.6	57.90	58.14	57.48
Saint John.....	113.2	102.9	108.1	58.69	61.01	55.45
Chicoutimi—Jonquiere.....	105.5	110.2	108.9	93.92	95.43	88.16
Quebec.....	107.4	109.9	107.9	63.57	64.88	61.20
Sherbrooke.....	99.5	102.0	98.8	61.09	62.99	56.48
Shawinigan.....	102.3	103.7	101.8	84.49	84.85	81.70
Three Rivers.....	103.2	111.5	110.2	70.13	73.21	65.21
Drummondville.....	73.8	77.7	76.7	62.01	61.01	59.12
Montreal.....	120.9	125.0	121.9	73.67	75.65	70.80
Ottawa—Hull.....	122.2	126.2	126.1	70.23	71.61	66.30
Kingston.....	114.8	114.9	109.1	73.21	74.63	70.34
Peterborough.....	91.1	92.2	99.2	81.66	83.69	82.13
Oshawa.....	173.9	172.7	184.0	88.00	89.58	84.87
Toronto.....	129.4	132.3	130.7	78.30	79.41	74.87
Hamilton.....	104.6	109.3	111.2	82.41	84.34	80.29
St. Catharines.....	103.1	109.5	112.2	86.20	86.37	80.68
Niagara Falls.....	90.2	95.6	93.2	82.71	80.84	78.59
Brantford.....	79.1	79.8	85.7	70.61	72.93	68.42
Guelph.....	118.1	119.0	125.1	67.58	70.90	66.58
Galt.....	109.4	112.4	112.2	68.81	69.77	64.49
Kitchener.....	117.6	122.5	121.7	69.83	72.73	67.25
Sudbury.....	149.8	149.7	142.5	99.68	89.14	91.06
Timmins.....	91.8	93.5	94.3	70.08	70.54	65.06
London.....	121.5	123.9	121.6	70.56	73.10	67.48
Sarnia.....	121.9	122.9	123.2	98.37	99.37	92.98
Windsor.....	74.3	74.5	79.2	83.56	84.17	79.58
Sault Ste. Marie.....	130.2	142.4	148.5	95.74	98.28	94.18
Ft. William—Pt. Arthur.....	104.3	112.1	103.9	77.54	80.85	73.26
Winnipeg.....	109.6	112.8	111.1	67.84	68.87	66.38
Regina.....	129.2	133.8	129.5	70.61	70.90	68.07
Saskatoon.....	134.9	139.6	133.8	68.05	68.18	66.89
Edmonton.....	178.6	187.0	183.6	71.43	72.58	68.98
Calgary.....	168.8	171.2	169.2	73.56	74.23	70.75
Vancouver.....	108.6	110.8	116.8	80.70	81.91	78.38
Victoria.....	109.9	109.1	110.5	74.83	74.21	71.93

**TABLE C-4—HOURS IN MANUFACTURING BY PROVINCES**

This table is published every second month.



**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Dec. 1960	Nov. 1960	Dec. 1959	Dec. 1960	Nov. 1960	Dec. 1959
<b>Mining</b> .....	<b>113.1</b>	<b>118.2</b>	<b>121.8</b>	<b>\$ 94.96</b>	<b>\$ 94.57</b>	<b>\$ 89.07</b>
Metal mining.....	130.3	132.8	138.2	98.00	97.14	92.20
Gold.....	70.9	72.1	72.8	77.66	78.89	73.54
Other metal.....	185.5	189.5	199.0	105.24	103.61	98.57
Fuels.....	83.3	89.9	98.5	94.13	92.62	87.26
Coal.....	37.2	48.5	51.8	62.10	68.83	60.41
Oil and natural gas.....	281.7	268.4	299.7	112.35	111.12	107.24
Non-metal.....	122.1	134.5	115.6	81.94	86.89	76.66
<b>Manufacturing</b> .....	<b>104.2</b>	<b>108.1</b>	<b>108.4</b>	<b>77.89</b>	<b>79.16</b>	<b>75.13</b>
Durable goods.....	105.8	108.9	114.0	83.88	85.50	80.58
Non-durable goods.....	102.8	107.4	103.7	72.73	73.76	70.08
Food and beverages.....	104.3	115.0	107.4	70.25	69.31	68.83
Meat products.....	128.7	137.4	138.7	78.39	77.97	79.76
Canned and preserved fruits and vegetables.....	75.4	113.7	80.6	59.29	56.06	58.84
Grain mill products.....	99.5	102.1	90.4	74.88	78.55	70.91
Bread and other bakery products.....	109.7	111.1	109.5	67.21	65.72	65.34
Distilled and malt liquors.....	97.7	104.6	103.1	97.57	94.88	91.55
Tobacco and tobacco products.....	115.6	110.7	110.0	63.18	69.48	65.60
Rubber products.....	84.7	98.7	103.6	78.00	80.36	74.28
Leather products.....	83.7	84.3	82.8	50.51	53.85	47.49
Boots and shoes (except rubber).....	91.3	91.0	89.7	47.46	50.78	44.64
Textile products (except clothing).....	76.0	77.2	75.9	61.25	63.51	59.21
Cotton yarn and broad woven goods.....	68.7	68.9	63.5	57.42	59.87	54.77
Woolen goods.....	60.4	63.3	61.6	56.89	59.77	56.14
Synthetic textiles and silk.....	81.9	82.5	85.1	69.16	70.04	66.90
Clothing (textile and fur).....	85.7	89.6	86.1	45.38	48.86	43.95
Men's clothing.....	85.9	89.9	85.1	44.43	47.04	43.43
Women's clothing.....	91.2	94.6	90.1	44.67	49.13	43.81
Knit goods.....	73.0	76.4	73.8	45.68	50.27	43.91
Wood products.....	93.9	97.7	101.0	65.45	68.87	62.90
Saw and planing mills.....	93.2	96.7	101.5	67.45	71.01	65.23
Furniture.....	106.5	111.5	110.2	63.20	66.73	59.91
Other wood products.....	72.3	75.8	81.2	59.42	61.85	56.97
Paper products.....	121.9	124.5	122.0	92.62	94.33	87.66
Pulp and paper mills.....	123.4	125.7	123.3	101.61	102.53	95.15
Other paper products.....	118.4	121.5	119.0	70.61	74.39	68.33
Printing, publishing and allied industries.....	123.3	124.8	122.3	83.90	85.64	82.26
Iron and steel products.....	98.7	102.9	109.2	87.50	89.60	84.48
Agricultural implements.....	60.3	60.0	76.4	90.53	90.73	85.00
Fabricated and structural steel.....	153.6	160.7	152.0	88.39	91.09	85.46
Hardware and tools.....	95.7	98.2	102.0	78.14	80.15	75.62
Heating and cooking appliances.....	86.9	91.7	99.1	73.87	76.65	72.47
Iron castings.....	85.2	91.2	97.6	82.31	85.79	79.37
Machinery, industrial machinery.....	109.7	111.7	118.6	84.21	86.94	81.62
Primary iron and steel.....	107.9	114.4	125.1	102.71	103.12	99.23
Sheet metal products.....	100.7	108.2	105.6	83.71	86.84	79.51
Wire and wire products.....	108.4	110.8	118.6	86.73	88.01	85.11
Transportation equipment.....	103.5	103.4	109.7	88.66	90.22	85.30
Aircraft and parts.....	255.5	252.2	243.4	93.41	95.92	92.25
Motor vehicles.....	105.6	101.4	116.9	98.00	101.35	91.85
Motor vehicles parts and accessories.....	99.9	99.6	107.1	86.92	87.15	80.92
Railroad and rolling stock equipment.....	54.9	57.4	63.0	78.40	79.03	78.42
Shipbuilding and repairing.....	111.3	115.8	117.9	80.36	81.35	78.40
Non-ferrous metal products.....	124.7	127.0	125.7	93.32	90.84	89.07
Aluminum products.....	138.8	146.8	140.4	85.03	88.01	79.62
Brass and copper products.....	99.0	101.4	104.8	81.21	85.68	79.92
Smelting and refining.....	145.3	145.9	144.1	105.63	98.66	100.95
Electrical apparatus and supplies.....	126.2	128.8	136.4	84.49	86.16	80.72
Heavy electrical machinery.....	96.7	99.4	111.8	91.41	93.28	87.59
Telecommunication equipment.....	211.4	213.3	206.3	84.75	86.11	79.46
Non-metallic mineral products.....	126.9	137.3	137.3	80.89	83.22	75.23
Clay products.....	78.7	85.2	95.3	74.02	75.33	73.75
Glass and glass products.....	144.3	151.8	152.9	79.95	79.43	71.63
Products of petroleum and coal.....	136.8	137.1	134.2	119.41	116.35	114.80
Petroleum refining.....	140.2	140.4	136.5	120.09	116.94	115.69
Chemical products.....	128.5	129.8	130.1	93.11	92.37	88.87
Medicinal and pharmaceutical preparations.....	115.0	116.5	118.7	81.94	81.16	77.33
Acids, alkalis and salts.....	154.1	154.7	150.9	106.41	105.02	102.80
Miscellaneous manufacturing industries.....	128.1	134.1	124.8	69.82	70.64	66.49
<b>Construction</b> .....	<b>108.9</b>	<b>129.9</b>	<b>113.3</b>	<b>74.02</b>	<b>81.46</b>	<b>69.78</b>
Building and general engineering.....	104.2	125.1	111.3	79.48	90.04	73.34
Highways, bridges and streets.....	116.8	137.9	116.4	66.02	68.66	64.23
Electric and motor transportation.....	130.5	133.7	130.0	80.95	81.16	76.80
<b>Service</b> .....	<b>138.7</b>	<b>141.2</b>	<b>137.3</b>	<b>\$ 54.20</b>	<b>\$ 54.34</b>	<b>\$ 51.45</b>
Hotels and restaurants.....	122.4	125.6	124.2	41.95	42.23	40.51
Laundries and dry cleaning plants.....	112.0	113.7	110.9	46.10	47.28	43.99
<b>Industrial composite</b> .....	<b>115.0</b>	<b>119.7</b>	<b>118.1</b>	<b>75.19</b>	<b>76.43</b>	<b>72.41</b>

# TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Dec. 1960	Nov. 1960	Dec. 1959	Dec. 1960	Nov. 1960	Dec. 1959	Dec. 1960	Nov. 1960	Dec. 1959
	no.	no.	no.	\$	\$	\$	\$	\$	\$
<b>Mining</b> .....	<b>41.0</b>	<b>41.9</b>	<b>39.5</b>	<b>2.14</b>	<b>2.10</b>	<b>2.08</b>	<b>87.52</b>	<b>88.14</b>	<b>82.05</b>
Metal mining.....	42.4	42.5	40.8	2.19	2.18	2.15	92.90	92.67	87.72
Gold.....	42.1	43.6	42.1	1.70	1.69	1.64	71.50	73.71	68.87
Other metal.....	42.5	42.0	40.4	2.38	2.38	2.35	101.28	100.05	94.69
Fuels.....	37.2	39.1	36.2	2.05	1.97	1.97	76.17	77.00	71.34
Coal.....	32.8	38.0	32.3	1.74	1.75	1.74	57.13	66.55	56.37
Oil and natural gas.....	42.3	40.9	42.1	2.32	2.34	2.24	98.25	95.53	94.41
Non-metal.....	39.4	43.3	38.0	1.95	1.93	1.86	76.83	83.68	70.85
<b>Manufacturing</b> .....	<b>38.7</b>	<b>40.6</b>	<b>38.5</b>	<b>1.82</b>	<b>1.79</b>	<b>1.78</b>	<b>70.66</b>	<b>72.82</b>	<b>68.48</b>
Durable goods.....	39.4	40.9	39.0	1.97	1.95	1.92	77.51	79.79	74.72
Non-durable goods.....	38.2	40.4	38.1	1.69	1.65	1.64	64.48	66.64	62.39
Food and beverages.....	38.6	40.4	39.1	1.63	1.57	1.60	63.16	63.59	62.73
Meat products.....	39.5	39.8	41.3	1.85	1.83	1.86	73.10	73.06	77.00
Canned and preserved fruits and vegetables.....	32.5	40.7	35.8	1.40	1.22	1.38	45.48	49.60	49.35
Grain mill products.....	40.4	43.0	38.8	1.71	1.74	1.66	68.97	74.84	64.42
Bread and other bakery products.....	41.8	41.6	42.2	1.47	1.45	1.42	61.55	60.17	59.92
Distilled liquors.....	39.1	39.8	37.2	2.05	2.01	1.93	80.33	79.99	71.89
Malt liquors.....	39.9	39.0	40.1	2.32	2.31	2.21	92.53	90.04	88.57
Tobacco and tobacco products.....	35.4	39.9	36.0	1.62	1.61	1.64	57.43	64.11	59.13
Rubber products.....	37.2	40.8	36.6	1.85	1.81	1.82	68.85	73.87	66.45
Leather products.....	37.0	40.4	35.1	1.23	1.22	1.20	45.46	49.36	42.15
Boots and shoes (except rubber).....	36.5	39.8	34.3	1.17	1.17	1.16	42.62	46.50	39.81
Other leather products.....	38.2	41.7	36.8	1.36	1.34	1.29	52.09	55.81	47.66
Textile products (except clothing).....	40.1	42.3	40.0	1.35	1.35	1.31	54.12	57.07	52.32
Cotton yarn and broad woven goods.....	38.9	40.6	38.2	1.35	1.37	1.28	52.62	55.47	48.80
Woolen goods.....	40.7	43.4	41.7	1.26	1.26	1.22	51.15	54.79	50.97
Synthetic textiles and silk.....	42.4	43.7	42.2	1.44	1.43	1.42	61.11	62.47	59.89
Clothing (textile and fur).....	34.0	38.0	33.8	1.16	1.15	1.13	39.45	43.58	38.13
Men's clothing.....	33.6	36.7	33.4	1.16	1.15	1.15	39.07	42.30	38.39
Women's clothing.....	31.3	36.2	31.5	1.23	1.21	1.18	38.54	43.57	37.35
Knit goods.....	36.9	41.9	36.7	1.09	1.09	1.05	40.14	45.53	38.62
*Wood products.....	38.0	41.1	38.0	1.60	1.59	1.55	60.70	65.33	59.06
Saw and planing mills.....	36.8	40.2	37.5	1.72	1.70	1.66	63.49	68.43	62.51
Furniture.....	39.7	42.8	38.6	1.45	1.45	1.41	57.62	62.04	54.42
Other wood products.....	40.8	42.2	39.3	1.33	1.33	1.30	52.79	56.22	51.15
Paper products.....	40.0	41.6	40.0	2.16	2.13	2.03	86.13	88.73	81.18
Pulp and paper mills.....	40.7	41.8	40.7	2.33	2.31	2.18	94.95	96.55	88.57
Other paper products.....	37.8	41.2	38.2	1.93	1.64	1.58	61.83	67.54	60.17
Printing, publishing and allied industries.....	37.8	39.1	38.5	2.16	2.17	2.10	81.74	84.71	80.63
*Iron and steel products.....	39.0	40.6	39.0	2.09	2.09	2.04	81.55	84.78	79.61
Agricultural implements.....	38.4	39.1	38.2	2.13	2.07	2.06	81.62	81.04	78.74
Fabricated and structural steel.....	39.0	41.7	39.9	2.08	2.07	2.04	81.14	85.97	77.27
Hardware and tools.....	40.4	41.8	40.1	1.77	1.77	1.74	71.68	73.97	69.88
Heating and cooking appliances.....	37.1	39.5	38.5	1.75	1.76	1.72	65.08	69.75	66.25
Iron castings.....	38.8	41.1	38.4	1.96	1.99	1.94	76.33	81.68	74.07
Machinery, industrial.....	39.4	41.5	39.7	1.94	1.96	1.90	76.61	81.12	75.50
Primary iron and steel.....	39.2	39.7	39.9	2.50	2.49	2.40	97.83	98.76	95.66
Sheet metal products.....	38.2	40.5	37.2	2.00	2.01	1.94	76.60	81.54	72.03
Wire and wire products.....	39.3	40.5	39.3	2.03	2.02	2.02	79.86	81.73	79.42
*Transportation equipment.....	39.9	40.6	39.1	2.08	2.07	2.02	83.04	84.14	79.11
Aircraft and parts.....	41.3	42.5	42.2	2.06	2.08	2.00	84.96	88.32	84.36
Motor vehicles.....	40.9	41.2	37.5	2.29	2.29	2.24	93.77	94.43	83.95
Motor vehicle parts and accessories.....	39.1	39.8	37.9	2.06	2.04	1.98	80.61	81.24	74.03
Railroad and rolling stock equipment.....	38.7	39.2	39.3	1.95	1.95	1.93	75.53	76.38	75.92
Shipbuilding and repairing.....	38.9	39.7	39.1	2.01	2.00	1.94	78.25	79.29	75.88
*Non-ferrous metal products.....	41.3	40.9	40.2	2.15	2.09	2.10	88.59	85.21	84.25
Aluminum products.....	40.3	43.6	39.4	1.84	1.82	1.76	73.96	79.10	69.43
Brass and copper products.....	37.6	40.0	38.8	1.95	1.99	1.90	73.45	79.86	73.60
Smelting and refining.....	42.7	40.2	41.1	2.38	2.31	2.36	101.75	92.96	96.84
*Electrical apparatus and supplies.....	38.9	40.7	39.0	1.85	1.85	1.79	71.98	75.24	69.76
Heavy electrical machinery and equipment.....	38.7	40.5	38.9	2.04	2.05	2.00	79.02	83.00	77.57
Telecommunication equipment.....	38.8	40.8	39.8	1.72	1.72	1.63	66.80	70.30	64.86
Refrigerators, vacuum cleaners and appliances.....	37.5	39.9	38.4	1.93	1.90	1.83	72.44	75.74	70.31
Wire and cable.....	39.0	41.3	38.4	2.01	2.01	1.90	78.34	82.98	72.87
Miscellaneous electrical products.....	39.4	40.8	38.9	1.74	1.74	1.69	68.80	71.22	65.69
*Non-metallic mineral products.....	40.1	42.8	38.9	1.84	1.82	1.78	73.95	78.17	69.07
Clay products.....	40.0	42.0	40.9	1.68	1.64	1.66	67.00	68.85	67.82
Glass and glass products.....	41.4	41.0	38.5	1.80	1.83	1.73	74.59	75.03	66.76
Products of petroleum and coal.....	42.2	40.9	41.7	2.57	2.55	2.52	108.62	104.12	104.94
Chemical products.....	40.4	40.4	40.4	2.03	2.01	1.94	82.14	81.25	78.39
Medicinal and pharmaceutical preparations.....	39.5	39.6	39.3	1.54	1.54	1.46	60.87	60.81	57.58
Acids, alkalis and salts.....	41.1	40.9	41.8	2.37	2.32	2.27	97.18	94.84	94.75
Miscellaneous manufacturing industries.....	39.5	42.2	39.2	1.50	1.46	1.46	59.38	61.59	56.99
<b>Construction</b> .....	<b>35.6</b>	<b>40.8</b>	<b>34.2</b>	<b>1.94</b>	<b>1.96</b>	<b>1.88</b>	<b>68.96</b>	<b>79.70</b>	<b>64.40</b>
Building and general engineering.....	34.6	41.2	32.2	2.13	2.14	2.06	73.71	88.10	66.38
Highways, bridges and streets.....	37.4	40.0	37.9	1.63	1.62	1.60	60.92	64.83	60.64
Electric and motor transportation.....	42.3	45.2	42.5	1.88	1.86	1.80	80.58	80.13	76.52
<b>Service</b> .....	<b>38.3</b>	<b>39.0</b>	<b>38.7</b>	<b>1.07</b>	<b>1.06</b>	<b>1.02</b>	<b>40.99</b>	<b>41.34</b>	<b>39.65</b>
Hotels and restaurants.....	38.6	39.0	39.2	1.05	1.04	1.00	40.42	40.41	39.29
Laundries and dry cleaning plants.....	38.4	39.8	38.4	1.02	1.02	0.98	39.22	40.41	37.54

\*Durable manufactured goods industries.

**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED  
WAGE EARNERS IN MANUFACTURING**

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949 = 100)	
				Current Dollars	1949 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	82.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1960 January.....	40.7	1.77	71.89	172.2	135.4
February.....	40.4	1.77	71.49	171.3	135.0
March.....	40.5	1.78	71.94	172.4	135.2
April.....	40.5	1.79	72.37	173.4	136.1
May.....	40.1	1.79	71.69	171.8	134.6
June.....	40.4	1.79	72.19	173.0	135.6
July.....	40.6	1.77	72.01†	172.5	134.9
August.....	40.5	1.76	71.46	171.2	133.3
September.....	40.9	1.77	72.37	173.4	134.0
October.....	40.6	1.78	72.66	174.1	134.3
November.....	40.6	1.79	72.82	174.5	134.6
December†.....	38.7	1.82	70.60	169.1	130.9
1961 January†.....	40.1	1.81	72.73	174.2	135.2

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, D.B.S., page ii.

\* December 1959 figures adjusted for the holidays are 40.8 hours and \$71.52.

† Revised.

† Latest figures subject to revision.

## D—National Employment Service Statistics

**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
March 1, 1955.....	9,154	9,509	18,663	510,551	118,035	628,586
March 1, 1956.....	20,559	14,299	34,858	418,909	107,927	526,836
March 1, 1957.....	14,218	12,684	26,902	474,661	113,489	588,150
March 1, 1958.....	7,389	8,459	15,848	686,041	171,170	857,211
March 1, 1959.....	9,007	10,816	19,823	623,338	174,787	798,125
March 1, 1960.....	8,431	10,676	19,107	634,832	182,721	817,053
April 1, 1960.....	10,402	11,830	22,232	652,107	182,883	834,990
May 1, 1960.....	15,913	14,487	30,400	581,558	174,874	756,432
June 1, 1960.....	21,772	17,210	38,982	389,576	152,848	542,424
July 1, 1960.....	17,227	15,875	33,102	258,719	131,936	390,655
August 1, 1960.....	14,673	12,594	27,267	242,582	128,062	370,644
September 1, 1960.....	13,748	14,427	28,175	236,969	117,044	354,013
October 1, 1960.....	12,239	13,796	26,035	228,632	115,358	343,990
November 1, 1960.....	11,944	10,866	22,810	281,484	124,255	405,739
December 1, 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
January 1, 1961.....	9,859	7,996	17,855	570,789	163,893	734,682
February 1, 1961(1).....	8,866	8,377	17,243	668,766	185,972	854,738
March 1, 1961(1).....	8,786	9,513	18,299	691,351	186,991	878,342

(1) Latest figures subject to revision.

\*Current Vacancies only. Deferred Vacancies are excluded.



**TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
JANUARY 31, 1961<sup>(1)</sup>**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Industry	Male	Female	Total	Change from			
				December 30, 1960	January 29, 1960		
<b>Agriculture, Fishing, Trapping</b> .....	<b>163</b>	<b>64</b>	<b>227</b>	<b>+</b>	<b>47</b>	<b>—</b>	<b>16</b>
<b>Forestry</b> .....	<b>596</b>	<b>1</b>	<b>597</b>	<b>—</b>	<b>102</b>	<b>—</b>	<b>474</b>
<b>Mining, Quarrying and Oil Wells</b> .....	<b>203</b>	<b>30</b>	<b>233</b>	<b>—</b>	<b>135</b>	<b>—</b>	<b>235</b>
Metal Mining.....	153	9	162	—	95	—	95
Fuels.....	34	12	46	—	26	—	43
Non-Metal Mining.....	5	1	6	—	2	—	55
Quarrying, Clay and Sand Pits.....	3	0	3	+	2	—	2
Prospecting.....	8	8	16	—	14	—	40
<b>Manufacturing</b> .....	<b>1,972</b>	<b>1,179</b>	<b>3,151</b>	<b>+</b>	<b>348</b>	<b>—</b>	<b>900</b>
Foods and Beverages.....	162	145	307	+	14	+	58
Tobacco and Tobacco Products.....	50	0	50	+	13	+	45
Rubber Products.....	16	5	21	+	3	—	19
Leather Products.....	47	107	154	+	25	+	7
Textile Products (except clothing).....	61	55	116	+	15	—	0
Clothing (textile and fur).....	72	408	480	+	129	—	262
Wood Products.....	162	50	212	+	7	—	67
Paper Products.....	73	33	106	—	20	+	3
Printing, Publishing and Allied Industries.....	104	63	167	+	32	—	4
Iron and Steel Products.....	258	72	330	+	26	—	316
Transportation Equipment.....	343	42	385	+	28	—	186
Non-Ferrous Metal Products.....	97	23	120	—	6	—	110
Electrical Apparatus and Supplies.....	181	61	242	+	13	—	40
Non-Metallic Mineral Products.....	67	14	81	+	37	+	5
Products of Petroleum and Coal.....	18	4	22	—	2	—	1
Chemical Products.....	152	47	199	+	5	—	18
Miscellaneous Manufacturing Industries.....	109	50	159	+	29	+	5
<b>Construction</b> .....	<b>559</b>	<b>51</b>	<b>610</b>	<b>—</b>	<b>88</b>	<b>—</b>	<b>102</b>
General Contractors.....	343	30	373	—	57	—	121
Special Trade Contractors.....	216	21	237	—	31	+	19
<b>Transportation, Storage and Communication</b> .....	<b>327</b>	<b>146</b>	<b>473</b>	<b>—</b>	<b>69</b>	<b>—</b>	<b>152</b>
Transportation.....	166	62	228	—	28	—	92
Storage.....	7	3	10	—	20	—	17
Communication.....	154	81	235	—	21	—	43
<b>Public Utility Operation</b> .....	<b>23</b>	<b>18</b>	<b>41</b>	<b>+</b>	<b>2</b>	<b>—</b>	<b>50</b>
<b>Trade</b> .....	<b>1,346</b>	<b>1,122</b>	<b>2,468</b>	<b>+</b>	<b>228</b>	<b>—</b>	<b>205</b>
Wholesale.....	522	284	806	+	77	—	65
Retail.....	824	838	1,662	+	151	—	140
<b>Finance, Insurance and Real Estate</b> .....	<b>466</b>	<b>502</b>	<b>968</b>	<b>+</b>	<b>79</b>	<b>—</b>	<b>114</b>
<b>Service</b> .....	<b>3,459</b>	<b>5,291</b>	<b>8,750</b>	<b>—</b>	<b>1,539</b>	<b>+</b>	<b>672</b>
Community or Public Service.....	345	1,494	1,839	+	109	—	173
Government Service.....	2,539	273	2,812	—	1,413	+	1,491
Recreation Service.....	29	43	72	—	7	+	6
Business Service.....	232	291	523	+	36	—	118
Personal Service.....	314	3,190	3,504	—	264	—	534
<b>GRAND TOTAL</b> .....	<b>9,114</b>	<b>8,404</b>	<b>17,518</b>	<b>—</b>	<b>1,229</b>	<b>—</b>	<b>1,576</b>

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT FEBRUARY 2, 1961<sup>(1)</sup>**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers....	1,327	1,198	2,525	9,835	2,042	11,877
Clerical Workers.....	670	2,215	2,885	23,351	56,599	79,950
Sales Workers.....	1,107	533	1,640	10,770	23,019	33,789
Personal and Domestic Service Workers..	448	3,520	3,968	47,074	34,524	81,598
Seamen.....	4	.....	4	6,327	112	6,439
Agriculture, Fishing, Forestry (Ex. log)..	146	10	156	8,721	1,105	9,826
Skilled and Semi-Skilled Workers.....	2,786	731	3,517	322,847	30,097	352,944
Food and kindred products (incl. tobacco).....	31	8	39	2,848	715	3,563
Textiles, clothing, etc.....	68	516	584	3,985	18,657	22,642
Lumber and lumber products.....	529	.....	529	40,182	221	40,403
Pulp, paper (incl. printing).....	46	3	49	1,834	801	2,635
Leather and leather products.....	31	79	110	1,799	1,552	3,351
Stone, clay and glass products.....	10	.....	10	1,308	65	1,373
Metalworking.....	347	11	358	29,956	1,308	31,264
Electrical.....	121	3	124	5,655	1,633	7,288
Transportation equipment.....	44	1	45	1,020	30	1,050
Mining.....	42	.....	42	3,424	.....	3,424
Construction.....	356	.....	356	100,576	12	100,588
Transportation (except seamen).....	255	9	264	58,598	180	58,778
Communications and public utility...	23	20	43	1,792	6	1,798
Trade and service.....	99	67	166	8,822	3,015	11,837
Other skilled and semi-skilled.....	711	12	723	41,567	1,487	43,054
Foremen.....	36	2	38	7,164	400	7,564
Apprentices.....	37	.....	37	12,317	15	12,332
Unskilled Workers.....	2,378	170	2,548	239,841	38,474	278,315
Food and tobacco.....	60	29	89	10,281	12,565	22,846
Lumber and lumber products.....	126	1	127	27,008	722	27,730
Metalworking.....	34	5	39	12,742	924	13,666
Construction.....	1,662	.....	1,662	125,765	2	125,767
Other unskilled workers.....	496	135	631	64,045	24,261	88,306
<b>GRAND TOTAL.....</b>	<b>8,866</b>	<b>8,377</b>	<b>17,243</b>	<b>668,766</b>	<b>185,972</b>	<b>854,738</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT FEBRUARY 2, 1961

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) Feb. 2, 1961	Previous Month Dec. 29, 1960	Previous Year Jan. 28, 1960	(1) Feb. 2, 1961	Previous Month Dec. 29, 1960	Previous Year Jan. 28, 1960
<b>Newfoundland</b> .....	<b>198</b>	<b>189</b>	<b>277</b>	<b>29,312</b>	<b>24,869</b>	<b>28,313</b>
Corner Brook.....	16	13	36	6,216	5,275	5,920
Grand Falls.....	3	1	13	2,653	2,238	2,464
St. John's.....	179	175	228	20,443	17,356	19,929
<b>Prince Edward Island</b> .....	<b>61</b>	<b>63</b>	<b>99</b>	<b>6,014</b>	<b>4,841</b>	<b>6,244</b>
Charlottetown.....	23	38	53	3,784	3,068	4,008
Summerside.....	38	25	46	2,230	1,773	2,236
<b>Nova Scotia</b> .....	<b>594</b>	<b>660</b>	<b>479</b>	<b>37,804</b>	<b>30,316</b>	<b>37,170</b>
Amherst.....	11	15	12	1,505	1,413	1,381
Bridgewater.....	18	10	22	2,495	2,208	2,496
Halifax.....	391	409	290	6,894	5,438	7,262
Inverness.....				1,436	1,047	1,472
Kentville.....	50	49	30	4,328	3,234	4,225
Liverpool.....	9	15	3	997	772	958
New Glasgow.....	23	24	25	5,504	4,347	5,462
Springhill.....				1,287	1,161	1,349
Sydney.....	33	79	14	7,328	5,798	6,511
Truro.....	37	33	16	2,392	2,191	2,225
Yarmouth.....	22	26	67	3,638	2,707	3,829
<b>New Brunswick</b> .....	<b>529</b>	<b>673</b>	<b>732</b>	<b>39,486</b>	<b>32,153</b>	<b>36,755</b>
Bathurst.....	17	28	11	7,025	5,356	6,175
Campbellton.....	4	3	56	3,458	2,587	2,761
Edmundston.....	11	11	8	3,047	2,478	2,798
Fredericton.....	76	86	88	2,731	2,166	2,799
Minto.....	19	37	38	702	659	678
Moncton.....	228	293	249	10,562	8,423	10,483
Newcastle.....	10	2	1	3,510	2,687	3,608
Saint John.....	129	149	231	3,743	3,685	2,758
St. Stephen.....	24	35	18	1,600	1,760	2,005
Sussex.....	11	4	30	853	787	798
Woodstock.....		25	2	2,255	1,565	1,892
<b>Quebec</b> .....	<b>3,591</b>	<b>3,685</b>	<b>4,112</b>	<b>270,116</b>	<b>227,357</b>	<b>250,495</b>
Alma.....	11	4	4	2,815	2,358	2,812
Asbestos.....	1	2		1,114	965	1,023
Baie Comeau.....	3	115	4	1,066	764	1,200
Beauharnois.....	12	8	9	1,954	1,851	1,703
Buckingham.....	4	13	23	1,741	1,382	1,521
Causapscal.....	19	87	16	3,483	2,241	3,143
Chandler.....	5	51	1	2,699	2,163	2,712
Chicoutimi.....	94	94	75	3,038	2,397	2,385
Cowansville.....	17	9	14	856	604	638
Dolbeau.....	15	62	78	1,898	1,324	1,623
Drummondville.....	30	32	21	3,230	2,918	2,974
Farnham.....	8	5	11	968	891	956
Forestville.....	12	4	102	1,372	784	1,263
Gaspé.....	17	22	7	2,452	1,690	2,523
Granby.....	23	11	48	3,231	3,496	2,471
Hull.....	41	52	21	6,099	4,569	5,485
Joliette.....	54	27	49	6,540	5,298	6,064
Jonquière.....	26	24	43	3,419	2,935	2,872
Lachute.....	11	12	19	1,270	1,112	1,000
La Malbaie.....	11	14	7	3,003	2,115	3,024
La Tuque.....	4	9	151	1,213	1,067	1,027
Lévis.....	24	18	21	6,330	5,439	5,489
Louisville.....	20	12	11	1,719	1,404	1,786
Magog.....	2		12	1,015	888	946
Maniwaki.....	54	9	96	1,409	1,084	939
Matane.....	10	13	13	4,338	2,512	4,692
Mégantic.....	4	7	8	1,703	1,457	1,812
Mont-Laurier.....	12	12	4	1,593	1,143	1,112
Montmagny.....	12	5	9	2,621	2,193	2,230
Montreal.....	1,685	1,391	1,941	93,767	82,958	86,066
New Richmond.....	5	138	1	2,807	2,054	2,882
Port Alfred.....	1		5	1,572	1,307	1,530
Quebec.....	388	315	286	18,455	15,024	18,088
Rimouski.....	29	46	87	6,272	4,384	6,016
Rivière du Loup.....	10	12	32	7,337	4,680	6,234
Roberval.....	72	47	7	1,719	1,340	1,536
Rouyn.....	67	116	67	3,908	2,904	2,678
Ste. Agathe.....	14	21	6	1,862	1,251	1,663
Ste. Anne de Bellevue.....	51	61	36	1,831	1,476	1,625
Ste. Thérèse.....	21	9	22	3,556	3,146	3,401
St. Hyacinthe.....	37	24	34	3,219	3,550	3,500
St. Jean.....	52	41	22	3,180	2,774	3,477
St. Jérôme.....	17	25	38	2,870	2,929	2,778
Sept-Îles.....	86	127	150	3,336	2,618	2,728
Shawinigan.....	42	66	32	5,756	5,137	5,481
Sherbrooke.....	176	181	121	7,454	6,736	6,594
Sorel.....	58	49	36	3,331	3,296	3,441
Theftford Mines.....	22	10	35	2,900	2,596	3,526
Trois-Rivières.....	44	66	115	7,792	6,580	7,173



**TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS AT FEBRUARY 2, 1961**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies(2)			Registrations		
	(1) Feb. 2, 1961	Previous Month Dec. 29, 1960	Previous Year Jan. 28, 1960	(1) Feb. 2, 1961	Previous Month Dec. 29, 1960	Previous Year Jan. 28, 1960
<b>Quebec—Concluded</b>						
Val d'Or.....	40	26	72	2,184	2,267	2,089
Valleyfield.....	5	4	4	3,563	3,113	3,096
Victoriaville.....	22	15	14	3,441	3,426	3,654
Ville St. Georges.....	91	162	32	3,785	2,767	3,814
<b>Ontario</b>	<b>6,658</b>	<b>7,164</b>	<b>7,041</b>	<b>269,346</b>	<b>238,878</b>	<b>243,709</b>
Arnprior.....	76	12	27	540	456	519
Barrie.....	31	37	8	1,990	1,705	2,062
Belleville.....	63	37	18	2,856	2,391	2,696
Bracebridge.....	47	74	62	2,023	1,736	1,888
Brampton.....	16	18	8	2,191	1,741	2,405
Brantford.....	49	33	87	4,169	3,914	3,466
Brockville.....	50	41	25	1,063	960	902
Carleton Place.....	9	10	33	618	447	690
Chatham.....	122	99	33	2,852	2,649	2,857
Cobourg.....	53	42	33	1,436	1,238	1,224
Collingwood.....	3	5	.....	1,445	1,389	1,244
Cornwall.....	48	89	103	4,630	4,334	4,720
Elliot Lake.....	20	17	52	552	423	564
Fort Erie.....	9	5	13	1,063	977	1,030
Fort Frances.....	64	22	16	855	760	770
Fort William.....	74	56	151	3,808	3,407	3,794
Galt.....	47	44	64	2,291	2,432	1,628
Gananoque.....	3	1	11	594	500	504
Goderich.....	14	2	14	929	862	1,033
Guelph.....	32	24	46	3,352	3,021	2,340
Hamilton.....	629	667	740	21,797	19,691	16,746
Hawkesbury.....	16	11	10	1,415	1,305	1,337
Kapuskasing.....	20	10	76	904	869	788
Kenora.....	8	8	12	1,239	1,015	1,078
Kingston.....	62	72	68	2,826	2,403	2,967
Kirkland Lake.....	57	40	97	2,016	1,727	1,829
Kitchener.....	133	100	143	5,232	5,959	3,579
Leamington.....	29	22	35	1,435	1,772	1,317
Lindsay.....	6	23	16	1,032	856	947
Listowel.....	27	42	8	774	679	641
London.....	295	280	352	7,704	6,886	7,313
Long Branch.....	105	101	147	5,649	6,115	5,386
Midland.....	11	5	2	1,824	1,546	1,778
Napanee.....	9	6	7	1,033	857	1,027
Newmarket.....	16	17	62	2,106	1,785	2,204
Niagara Falls.....	38	30	56	4,159	3,573	3,511
North Bay.....	29	20	27	2,933	2,444	2,470
Oakville.....	96	74	121	1,424	1,255	1,126
Orillia.....	13	11	25	1,885	1,724	1,517
Oshawa.....	50	61	104	5,610	5,037	5,442
Ottawa.....	683	1,690	625	9,641	7,281	8,688
Owen Sound.....	27	25	46	3,020	2,355	2,885
Parry Sound.....	1	1	.....	801	674	881
Pembroke.....	53	55	60	2,579	2,142	2,688
Perth.....	16	22	18	834	786	850
Peterborough.....	49	38	38	5,110	4,311	4,391
Pictou.....	3	5	9	767	706	786
Port Arthur.....	153	135	147	5,370	4,710	4,820
Port Colborne.....	18	8	15	1,339	1,385	1,217
Prescott.....	56	37	16	1,296	1,234	1,400
Renfrew.....	8	11	8	847	815	901
St. Catharines.....	112	88	134	6,344	5,913	5,455
St. Thomas.....	54	24	36	1,691	1,691	1,460
Sarnia.....	74	68	69	4,072	3,629	3,387
Sault Ste. Marie.....	127	160	201	4,812	4,129	2,865
Simcoe.....	53	34	42	2,037	1,534	1,777
Sioux Lookout.....	40	123	7	285	217	267
Smiths Falls.....	4	9	15	739	673	682
Stratford.....	20	22	30	1,407	1,201	1,340
Sturgeon Falls.....	12	16	2	1,210	1,137	1,226
Sudbury.....	197	263	105	5,808	4,733	5,174
Tillsonburg.....	15	17	6	646	500	615
Timmins.....	46	18	47	2,800	2,462	2,734
Toronto.....	1,618	1,534	1,953	66,710	57,497	63,829
Trenton.....	47	23	42	1,205	1,113	1,221
Walkerton.....	11	36	21	1,453	1,364	1,247
Wallaceburg.....	219	63	45	1,178	1,008	1,188
Welland.....	267	160	99	5,628	4,763	5,859
Weston.....	151	136	239	12,466	11,428	10,608
Windsor.....	17	12	30	1,945	1,817	1,745
Woodstock.....						
<b>Manitoba</b>	<b>1,299</b>	<b>1,229</b>	<b>1,809</b>	<b>35,548</b>	<b>29,913</b>	<b>33,039</b>
Brandon.....	116	118	99	3,376	2,984	3,497
Dauphin.....	22	19	18	2,414	2,018	2,360
Flin Flon.....	16	23	11	290	243	362
Portage la Prairie.....	37	65	36	1,776	1,546	1,731
The Pas.....	76	61	69	498	454	518
Winnipeg.....	1,032	943	1,576	27,194	22,668	24,571

**TABLE D-4—UNFILED VACANCIES AND REGISTRATIONS AT FEBRUARY 2, 1961**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Unfiled Vacancies <sup>(2)</sup>			Registrations		
	<sup>(1)</sup> Feb. 2, 1961	Previous Month Dec. 29, 1960	Previous Year Jan. 28, 1960	<sup>(1)</sup> Feb. 2, 1961	Previous Month Dec. 29, 1960	Previous Year Jan. 28, 1960
<b>Saskatchewan</b> .....	<b>859</b>	<b>760</b>	<b>608</b>	<b>28,618</b>	<b>23,998</b>	<b>27,109</b>
Estevan.....	18	20	23	745	685	674
Lloydminster.....	17	15	5	742	635	601
Moose Jaw.....	53	47	89	2,338	1,839	2,316
North Battleford.....	44	45	52	1,796	1,499	1,667
Prince Albert.....	343	272	36	3,283	2,815	3,271
Regina.....	174	157	174	6,954	5,862	6,327
Saskatoon.....	133	111	144	6,503	5,484	6,004
Swift Current.....	21	23	34	1,484	1,215	1,431
Weyburn.....	13	10	7	837	690	714
Yorkton.....	43	60	44	3,936	3,274	4,104
<b>Alberta</b> .....	<b>1,977</b>	<b>2,186</b>	<b>1,908</b>	<b>44,326</b>	<b>36,918</b>	<b>38,435</b>
Blairmore.....	2	10	.....	778	463	641
Calgary.....	430	432	600	13,292	11,427	11,862
Drumheller.....	7	8	17	711	442	571
Edmonton.....	1,173	1,414	1,018	20,444	16,599	18,099
Edson.....	42	57	24	638	597	601
Grande Prairie.....	41	108	.....	1,308	1,132	.....
Lethbridge.....	73	61	85	3,701	3,115	3,506
Medicine Hat.....	148	49	91	1,829	1,497	1,555
Red Deer.....	61	47	73	2,025	1,646	1,600
<b>British Columbia</b> .....	<b>1,477</b>	<b>1,246</b>	<b>1,466</b>	<b>94,168</b>	<b>85,439</b>	<b>85,025</b>
Chilliwack.....	23	27	45	2,646	2,627	2,743
Courtenay.....	15	9	23	1,639	1,857	1,924
Cranbrook.....	12	14	14	1,531	1,549	1,431
Dawson Creek.....	19	17	8	1,325	1,175	1,363
Duncan.....	42	20	18	1,457	1,518	1,386
Kamloops.....	3	8	12	1,874	1,630	1,840
Kelowna.....	25	17	14	2,208	2,045	1,998
Kitimat.....	3	29	59	275	245	246
Mission City.....	28	58	30	1,985	1,797	1,997
Nanaimo.....	16	28	13	2,041	1,999	2,009
Nelson.....	15	7	15	1,619	1,456	1,527
New Westminster.....	172	144	144	13,155	11,861	11,637
Penticton.....	25	12	8	2,280	2,114	2,218
Port Alberni.....	41	41	21	1,355	1,170	1,194
Prince George.....	38	27	63	2,402	2,545	2,053
Prince Rupert.....	15	11	7	2,326	2,681	1,902
Princeton.....	4	7	12	711	663	626
Quesnel.....	22	12	19	1,276	1,307	1,021
Trail.....	57	65	35	1,536	1,183	1,562
Vancouver.....	599	570	723	40,651	35,362	35,257
Vernon.....	11	6	15	3,083	2,696	2,806
Victoria.....	133	106	138	5,946	5,328	5,657
Whitehorse.....	159	11	30	847	631	628
<b>Canada</b> .....	<b>17,243</b>	<b>17,855</b>	<b>18,531</b>	<b>854,738</b>	<b>734,682</b>	<b>786,294</b>
Males.....	8,866	9,859	8,206	668,766	570,789	606,165
Females.....	8,377	7,996	10,325	185,972	163,893	180,129

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

1956—1961

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	356,527	211,951	127,812
1960.....	958,300	641,872	316,428	86,848	252,019	302,048	198,474	118,911
1960 (1 month).....	56,705	37,403	19,302	5,645	16,251	19,431	10,780	4,598
1961 (1 month).....	63,359	41,861	21,498	7,109	19,576	18,732	12,498	5,444

## E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,  
JANUARY 1961**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	29.1	122,035	2,905,052
Prince Edward Island.....	6.9	28,829	613,994
Nova Scotia.....	36.8	154,693	3,381,099
New Brunswick.....	34.9	146,483	3,242,600
Quebec.....	200.3	841,247	19,969,842
Ontario.....	203.2	853,456	20,532,881
Manitoba.....	28.4	119,347	2,912,456
Saskatchewan.....	21.4	90,068	2,195,149
Alberta.....	32.6	136,850	3,374,461
British Columbia.....	78.0	331,365	8,532,652
Total, Canada, January 1961.....	672.5	2,824,373	67,660,186
Total, Canada, December 1960.....	400.4	1,681,843	39,765,534
Total, Canada, January 1960.....	620.0	2,480,108	54,344,674

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY  
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE  
POSTAL, JANUARY 31, 1961**

(Counted on last working day of the month)  
SOURCE: Report on operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Number of weeks on claims							Percent- age Postal	January 29, 1960 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	846,940	195,848	110,423	262,244	122,405	54,488	30,737	70,795	37.7	782,542
Male.....	673,931	157,915	90,018	221,519	99,623	40,881	20,878	43,097	41.0	616,304
Female.....	173,009	37,933	20,405	40,725	22,782	13,607	9,859	27,698	24.7	166,238
Newfoundland.....	38,091	6,445	4,804	17,826	4,680	1,608	718	2,010	81.3	36,693
Male.....	35,950	5,966	4,583	17,339	4,435	1,442	604	1,581	83.0	34,949
Female.....	2,141	479	221	487	245	166	114	429	52.1	1,744
Prince Edward Island....	7,723	1,124	1,050	4,208	825	209	89	218	79.4	7,948
Male.....	6,520	986	885	3,623	688	160	59	119	81.7	6,818
Female.....	1,203	138	165	585	137	49	30	99	67.1	1,130
Nova Scotia.....	47,348	13,516	7,041	14,478	5,396	2,345	1,332	3,240	53.7	42,049
Male.....	41,688	12,114	6,335	13,179	4,766	1,926	1,037	2,331	55.2	36,474
Female.....	5,660	1,402	706	1,299	630	419	295	909	43.3	5,575
New Brunswick.....	42,317	8,266	6,043	16,005	6,045	2,428	1,047	2,483	71.1	38,424
Male.....	35,921	7,187	5,326	14,237	4,889	1,816	772	1,694	73.5	31,907
Female.....	6,396	1,079	717	1,768	1,156	612	275	789	57.6	6,517
Quebec.....	261,849	63,468	34,126	79,761	36,554	16,022	9,546	22,372	38.6	246,599
Male.....	210,266	52,812	28,650	67,617	29,604	12,104	6,391	13,088	41.9	196,529
Female.....	51,583	10,656	5,476	12,144	6,950	3,918	3,155	9,284	25.1	50,070
Ontario.....	253,747	59,588	32,522	73,115	34,802	17,440	10,399	25,881	22.6	232,233
Male.....	188,848	45,011	24,599	57,881	26,795	12,342	6,864	15,356	23.9	169,838
Female.....	64,899	14,577	7,923	15,234	8,007	5,098	3,535	10,525	19.0	62,395
Manitoba.....	36,519	8,884	5,079	11,431	6,128	2,137	1,084	1,776	33.6	31,613
Male.....	29,150	6,712	4,036	9,725	5,171	1,654	736	1,116	38.0	24,655
Female.....	7,369	2,172	1,043	1,706	957	483	348	660	16.0	6,958
Saskatchewan.....	27,286	5,749	3,758	9,551	4,697	1,604	660	1,267	53.2	26,085
Male.....	22,377	4,601	3,011	8,384	4,095	1,226	401	659	57.4	21,338
Female.....	4,909	1,148	747	1,167	602	378	259	608	34.1	4,747
Alberta.....	42,305	10,409	5,904	11,690	7,293	3,029	1,444	2,536	31.5	37,904
Male.....	34,127	8,453	4,841	10,020	6,116	2,257	914	1,526	33.7	29,876
Female.....	8,178	1,956	1,063	1,670	1,177	772	530	1,010	22.0	8,028
British Columbia.....	89,755	19,399	10,096	24,179	15,985	7,666	4,418	9,012	30.8	82,994
Male.....	69,084	14,073	7,752	19,514	13,064	5,954	3,100	5,627	33.2	63,920
Female.....	20,671	4,326	2,344	4,665	2,921	1,712	1,318	3,385	23.1	19,074



# TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, JANUARY, 1961

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	9,662	8,198	1,464	12,124	9,690	2,434	2,416
Prince Edward Island.....	2,021	1,739	282	2,519	2,222	297	326
Nova Scotia.....	20,786	13,687	7,099	23,952	21,695	2,257	3,222
New Brunswick.....	15,237	12,495	2,742	17,323	14,658	2,665	2,830
Quebec.....	107,770	81,196	26,574	123,119	106,730	16,389	27,537
Ontario.....	110,800	79,247	31,553	124,566	110,484	14,082	25,587
Manitoba.....	14,330	11,263	3,067	15,312	13,215	2,097	3,308
Saskatchewan.....	10,329	8,304	2,025	11,702	10,025	1,677	2,142
Alberta.....	18,107	13,268	4,839	18,452	16,004	2,448	4,015
British Columbia.....	35,195	25,552	9,643	39,183	33,958	5,225	7,031
Total, Canada, January 1961.....	344,237	254,949	89,288	388,252	338,681	49,571	78,414
Total, Canada, December 1960.....	448,319	325,011	123,308	429,960	370,495	59,465	122,427
Total, Canada, January 1960.....	306,564	237,387	69,177	375,872	326,281	49,581	69,766

\* In addition, revised claims received numbered 64,820.

† In addition, 61,890 revised claims were disposed of. Of these, 7,905 were special requests not granted and 1,352 were appeals by claimants. There were 16,483 revised claims pending at the end of the month.

# TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1960—December.....	4,359,000	3,604,900	754,100
November.....	4,151,000	3,665,800	485,200
October.....	4,042,000	3,711,800	330,200
September.....	4,037,000	3,757,500	279,500
August.....	4,040,000	3,759,800	280,200
July.....	4,024,000	3,729,900	294,100
June.....	4,048,000	3,751,600	296,400
May.....	3,988,000	3,623,700	364,300
April.....	4,222,000	3,507,100	714,900
March.....	4,307,000	3,484,000	823,000
February.....	4,308,000	3,493,800	814,200
January.....	4,296,000	3,513,500	782,500
1959—December.....	4,295,000	3,609,300	685,700

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

1957 Weighted

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year.....	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year.....	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year.....	127.2	122.1	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1960—March.....	127.9	121.0	132.4	110.2	142.4	154.0	145.8	115.8
April.....	128.3	122.1	132.7	110.6	142.3	154.7	144.8	115.8
May.....	128.2	122.0	132.8	111.0	141.0	155.1	145.4	115.7
June.....	128.6	122.6	132.9	111.2	141.1	155.4	145.4	115.7
July.....	128.3	122.6	132.9	111.1	139.9	155.4	145.0	115.8
August.....	128.6	123.3	133.1	110.5	140.2	154.9	145.1	115.8
September.....	128.2	122.5	133.2	110.7	138.8	154.9	145.1	115.8
October.....	128.7	123.5	133.3	111.3	138.7	155.7	145.8	115.8
November.....	129.1	123.5	133.3	112.4	141.9	154.7	146.6	115.8
December.....	129.3	124.2	133.3	112.4	141.8	154.9	146.6	115.8
1961—January.....	129.2	124.4	133.2	111.6	141.1	155.0	146.3	115.8
February.....	128.9	124.0	133.1	111.5	141.1	154.6	146.7	115.7
March.....	129.1	124.0	133.2	111.8	141.0	154.4	146.6	115.7

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF FEBRUARY 1961**

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	February 1960	January 1961	February 1961					
(1) St. John's, Nfld.....	114.8	116.2	116.2	109.4	115.3	110.6	112.1	132.8
Halifax.....	127.0	127.9	128.0	118.9	135.6	121.2	129.2	140.6
Saint John.....	129.1	130.0	129.8	123.4	140.6	120.7	124.1	142.3
Montreal.....	127.5	129.4	129.4	129.4	146.0	107.3	118.8	139.0
Ottawa.....	127.6	129.7	129.4	123.6	149.3	114.7	121.7	138.4
Toronto.....	129.7	131.2	131.0	123.2	152.9	114.5	123.8	140.2
Winnipeg.....	124.1	127.3	126.9	122.5	135.8	116.0	120.0	137.3
Saskatoon—Regina.....	123.5	125.1	124.5	119.6	124.8	124.0	126.1	129.3
Edmonton—Calgary.....	123.2	125.1	124.7	118.2	125.5	120.5	127.3	133.6
Vancouver.....	129.1	130.3	129.9	123.6	137.6	116.2	136.0	137.4

N.B.—Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

(1) St. John's index on the base June 1951 = 100.

## G—Strikes and Lockouts

**TABLE G-1—STRIKES AND LOCKOUTS, 1956-1961**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
*1960.....	272	278	48,812	747,120	0.06
*1960: February.....	16	27	4,487	52,850	0.05
March.....	21	30	3,381	29,270	0.03
April.....	16	30	2,482	21,480	0.02
May.....	22	39	7,191	75,260	0.07
June.....	24	41	7,249	51,240	0.04
July.....	22	37	5,186	39,100	0.03
August.....	32	43	10,856	127,560	0.11
September.....	33	57	13,072	115,280	0.10
October.....	34	59	9,242	92,640	0.09
November.....	28	61	5,889	52,520	0.05
December.....	12	29	1,891	30,160	0.03
*1961: January.....	6	21	2,346	28,140	0.03
February.....	8	18	1,601	20,320	0.02

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, FEBRUARY 1961, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....			
Fishing.....			
Mining.....			
Manufacturing.....	10	1,403	18,290
Construction.....	5	145	1,520
Transportation, etc.....	1	21	40
Public utilities.....			
Trade.....	1	18	430
Service.....	1	14	40
All industries.....	18	1,601	20,320

**TABLE G-3—STRIKES AND LOCKOUTS, FEBRUARY 1961, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island...			
Nova Scotia.....			
New Brunswick.....			
Quebec.....	3	464	10,440
Ontario.....	13	632	5,910
Manitoba.....			
Saskatchewan.....			
Alberta.....	1	14	40
British Columbia.....	1	491	3,930
Federal.....			
All jurisdictions.....	18	1,601	20,320



**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
FEBRUARY 1961**

(Preliminary)

Industry — Employer — Location	Union	Workers In- volved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			Feb- ruary	Accu- mulated		
<b>MANUFACTURING</b> <i>Paper Products</i> Building Products, Pont-Rouge, Que.	Pulp and Paper Workers' Federation (CNTU)	290	6,960	14,500	Nov. 24 .....	Wages~
<i>Iron and Steel Products</i> Welland Electric Steel Foundry Welland, Ont.	Steelworkers Loc. 5955 (AFL-CIO/CLC)	120	240	240	Feb. 22 Feb. 23	Wages, fringe benefits~ 10¢ an hour wage in- crease, improved seniority rights.
<i>Transportation Equipment</i> Burrard Dry Dock, North Vancouver, B.C.	Shipyard Workers Loc. 1 (CLC)	491	3,930	8,840	Jan. 18 Feb. 13	Wages~Wage increase of varying amounts, based on current hourly rates.
<i>Miscellaneous Manufacturing Industries</i> Sperry Gyroscope Co. of Canada, St. Laurent, Que.	I.U.E. Loc. 514 (AFL- CIO/CLC)	110	2,200	5,120	Sept. 15 .....	Wages~

## EXPLANATORY NOTES

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section contain data covering strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days.

The developments leading to work stoppages are often too complex to make it practicable to distinguish statistically between strikes on the one hand and lockouts on the other. However, a work stoppage that is clearly a lockout is not often encountered.

The data on workers involved include all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Where the number of workers involved varied in the course of the stoppage, the maximum number is used for monthly totals, but adjustments are made for changes reported in the number of workers involved in work stoppages extending over two or more months. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included in the data on workers involved. Their number, however, if any, is shown in parentheses for the major work stoppages listed in Table G-4. The data in parentheses are those reported at an early stage of the work stoppage, and they refer only to the plant or premises at which the stoppage occurred.

Duration of strikes and lockouts in man-days is calculated by multiplying the number of workers involved in each work stoppage by the number of working days the work stoppage was in progress. Where the number of workers involved varied significantly in the course of the stoppage, an appropriate adjustment is made in the calculation as far as this is practicable. The duration in man-days of all stoppages in a month or year is also shown as a percentage of estimated working time, based on the corresponding monthly figure or annual average figure for non-agricultural paid workers in Canada. The data on duration of work stoppages in man-days are provided to

facilitate comparison of work stoppages in terms of a common denominator; they are not intended as a measure of the loss of productive time to the economy. For convenience of expression, however, duration in man-days is on occasion referred to as "time loss" in reviews based on this series.

The data on the distribution of work stoppages by industry in Table G-2 follow the Standard Industrial Classification, D.B.S. (1948).

In Table G-3 work stoppages are classified according to jurisdiction, whether federal or provincial. This is done on the basis of the governmental agency that intervened in the dispute. Where there was no such intervention the classification is, wherever possible, on the basis of the agency that previously dealt with labour matters in the establishment involved.

Work stoppages involving 100 or more workers are listed in Table G-4, which shows in each instance the employer(s) and the location of the premises at which the work stoppage occurred, the union(s) directly involved or concerned in the dispute, number of workers involved, duration in man-days, starting date (the first day on which normal operations were affected) and termination date. For work stoppages that are terminated by mutual agreement, the termination date is usually the day on which work was resumed. Work stoppages that have not been resolved in this way are as a rule considered terminated, for statistical purposes, at the date by which it was established that two-thirds or more of the workers involved had either returned to work, or had found work with other employers, or had been replaced by new employees; or the date by which it was reported that the operations affected by the work stoppage would not be resumed. Also shown in Table G-4 are the major issues, as far as known, that led to work stoppage, and the result, i.e., the terms of settlement of major issues where a settlement was reached when the work stoppage terminated, or the circumstances in which the work stoppage came to an end.

While the methods used to obtain data on work stoppages are not likely to lead to major omissions, it is not always possible, particularly on a preliminary basis, to obtain precise information in detail. Consequently the information in this section may not be accurate in all respects.

## H—Industrial Accidents

**TABLE H-1—INDUSTRIAL FATALITIES IN CANADA DURING THE FOURTH QUARTER OF 1960, BY GROUP OF INDUSTRIES AND CAUSES**

Cause	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
Striking Against or Stepping on Objects.....				1									1
Struck by—													
(a) Tools, Machinery, Cranes, etc.....				2	1	1			1				5
(b) Moving Vehicles.....						4		1	1		3		10
(c) Other Objects.....	2	14		12	2	3							39
Caught In, On or Between Machinery, Vehicles, etc.....	1	1	1	2	2	6					1		19
Collisions, Derailments, Wrecks, etc.....	7	2	2	2	5	5		11	3		5		40
Falls and Slips—													
(a) On Same Level.....						1					1		2
(b) To Different Levels.....		1	5	3	4	13	1	7		1	2		37
Conflagrations, Temperature Extremes, Explosions.....		1		2	2	2			5		1		13
Inhalation, Absorptions, Asphyxiation and Industrial Diseases.....				5	4	1		1			2		13
Electric Current.....				3		2	6	1			1		15
Over-exertion.....		1			1						1		3
Miscellaneous Accidents.....													
Total, Fourth Quarter—1960.....	10	20		38	30	38	7	21	10	1	17		197
Total, Fourth Quarter—1959.....	24	40	6	49	44	90	6	48	4		12		323

**TABLE H-2—INDUSTRIAL FATALITIES BY PROVINCE AND GROUPS OF INDUSTRIES DURING THE FOURTH QUARTER OF 1960**

Industry	Nfld.	P.E.I.	N.S.	N.B.	Que.	Ont.	Man.	Sask.	Alta.	B.C.	N.W.T.	Total
Agriculture.....			1	1	2	6						10
Logging.....				2	1	5			1	11		20
Fishing and Trapping.....			3									5
Mining and Quarrying.....	3		3	1	2	19		3	2	5		38
Manufacturing.....				1	6	13		1	5	4		30
Construction.....				1	10	19		2	3	3		38
Public Utilities.....		1			4	1	1					7
Transportation, Storage and Communications.....	2	1	2	1	2	3	2	3	1	4		21
Trade.....	1				2	3			3			10
Finance.....	1											1
Service.....			1			7	1	1	3	4		17
Unclassified.....												
Total.....	7	2	10	7	30	76	4	10	18	33		197*

\*Of this total 142 fatalities were reported by the various provincial Workmen's Compensation Boards, and the Board of Transport Commissioners; details of the remaining 55 were obtained from other, non-official sources.



## Explanatory Note to "Manpower Situation in Local Areas"

The system of classifying the labour market situation in individual areas is an analytical device whose purpose is to give a clear and brief picture of local market conditions based on an appraisal of the situation in each area. In considering each category, it is necessary to keep in mind the marked seasonal fluctuations in labour requirements in Canada. Labour surpluses are consistently highest in each year from December to March and lowest from July to October.

The criteria on which this classification system is based are as follows:—

*Group 1: Labour Surplus.* Areas in which current or immediately prospective labour supply exceeds demand in almost all of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 9.9, 11.9 or 13.9 per cent, depending on the size and character of the area.

*Group 2: Labour Surplus.* Areas in which current or immediately prospective labour supply exceeds demand in about half of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 5.9 or 6.9 per cent, but less than 10.0; 12.0 or 14.0 per cent, depending on the size and character of the area.

*Group 3: Balanced Labour Supply.* Areas in which current or immediately prospective labour demand and supply are approximately in balance for most of the major occupations. The situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is more than 1.9 or 2.4 per cent, but less than 6.0 or 7.0 per cent, depending on the size and character of the area.

*Group 4: Labour Shortage.* Areas in which current or immediately prospective labour demand exceeds supply in most of the major occupations. This situation usually exists when the ratio of applications for employment on file with NES to paid workers, including those looking for jobs, is less than 2.0 or 2.5 per cent, depending on the size and character of the area.

The classification of areas does not depend solely on the ratio of job applications to paid workers. All areas, and particularly those in which the ratio is close to the limits of the above-mentioned ranges, are examined closely in the light of other kinds of information to see whether they should or should not be reclassified. Information on labour market conditions at local areas is obtained mainly from monthly reports submitted by each of the local

offices of the National Employment Service. This information is supplemented by reports from field representatives of the Department of Labour who regularly interview businessmen about employment prospects in their companies, statistical reports from the Dominion Bureau of Statistics and relevant reports from other federal government departments, from provincial and municipal governments and from non-governmental sources.

The term "labour market" as used in this section refers to a geographical area in which there is a concentration of industry to which most of the workers living in the area commute daily. The term is not meant to imply that labour is a commodity and subject to the same kind of demand and supply factors operative in other markets.

To facilitate analysis, all labour market areas considered in this review have been grouped into four different categories (metropolitan, major industrial, major agricultural, and minor) on the basis of the size of the labour force in each and the proportion of the labour force engaged in agriculture. This grouping is not meant to indicate the importance of an area to the national economy. The key to this grouping is shown in the classification of labour market areas on page 317.

The geographical boundaries of the labour market areas dealt with in this section do not coincide with those of the municipalities for which they are named. In general the boundaries of these areas coincide with the district serviced by the respective local office or offices of the National Employment Service. In a number of cases, local office areas have been amalgamated and the names used include several other local office areas, as follows: Farnham-Granby includes Cowansville; Mont-real includes Ste. Anne de Bellevue; Lac St. Jean includes Chicoutimi, Dolbeau, Jonquière, Port Alfred, Roberval and Alma; Gaspé includes Causapsal, Chandler, Matane and New Richmond; Quebec North Shore includes La Malbaie, Forestville, Sept Îles and Baie Comeau; Sherbrooke includes Magog; Trois Rivières includes Louiseville; Toronto includes Long Branch, Oakville, Weston and Newmarket; Sudbury includes Elliot Lake; Niagara Peninsula includes Welland, Niagara Falls, St. Catharines, Fort Erie and Port Colborne; Vancouver-New Westminster includes Mission City; Central Vancouver Island includes Courtenay, Duncan, Nanaimo and Port Alberni; and Okanagan Valley includes Kelowna, Penticton and Vernon.

The 110 labour market areas covered in this analysis include 90 to 95 per cent of all paid workers in Canada.

### Explanatory Notes to "Current Labour Statistics"

(a) These figures are the result of a monthly survey conducted by the Dominion Bureau of Statistics for the purpose of providing estimates of the employment characteristics of the civilian non-institutional population of working age. (About 30,000 households chosen by area sampling methods in approximately 110 different areas in Canada are visited each month). The civilian labour force is that portion of the civilian non-institutional population 14 years of age and over that had jobs or that did not have jobs and was seeking work during the survey week.

(b) Total applications on file at NES offices exclude registrations from persons known to have a job while applying for another one. Means are also taken to exclude, as far as possible, persons who have secured work on their own since registration. Nevertheless, the figures inevitably include a number of persons who have found employment or who have left the labour force by the time the count is made. On the other hand, not all the persons who are looking for work register at employment offices.



# THE LABOUR GAZETTE



Vocational Education in the 1960s (p.44)



# THE LABOUR GAZETTE

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George V. Haythorne, Deputy Minister

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Vol. LXI, No. 5	CONTENTS	May 31, 1961
Employment Review .....		425
Collective Bargaining Review .....		431
Notes of Current Interest .....		437
House of Commons Debates of Labour Interest: A Guide ..		439
Vocational Education in the 1960s .....		441
Earnings, Employment of Engineering, Scientific Manpower		445
QFL Brief to Provincial Government .....		447
OFL Brief to Provincial Government .....		449
Special Submission on Unemployment in Ontario .....		451
AFL-CIO Suggestions for Economic Recovery .....		454
OFL Study Conference on Unemployment .....		455
Industrial Fatalities in Canada, 1960 .....		458
Labour Legislation of the Past Decade—VI .....		460
More Ideas from White House Conference .....		465
Equal Pay for Equal Work .....		466
50 Years Ago This Month .....		467
Teamwork in Industry .....		468
Industrial Relations:		
Certification Proceedings .....		469
Conciliation Proceedings .....		472
Labour Law:		
Legal Decisions Affecting Labour .....		474
Recent Regulations, Federal and Provincial .....		481
Safety Regulations, U.S. Walsh-Healey Public Contracts Act		483
Unemployment Insurance:		
Monthly Report on Operation .....		485
Decisions of the Umpire .....		486
Labour Conditions in Federal Government Contracts .....		489
Prices and the Cost of Living .....		494
Publications Recently Received in Department's Library ....		496
Labour Statistics .....		499

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# EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

## Employment and Unemployment, April

Employment increased by 170,000 between March and April, an unusually large increase for this time of year. The increased demand for labour was accompanied by a large net influx of 87,000 into the labour force. Unemployment dropped by 83,000 to an estimated 622,000, which was 70,000 higher than a year earlier.

In the week ended April 22, the labour force was estimated at 6,440,000; a month earlier the estimate was 6,353,000 and a year earlier it was 6,259,000. Employment was estimated at 5,818,000, compared with 5,648,000 a month earlier and 5,707,000 a year earlier, and unemployment at 622,000, compared with 705,000 in March and 552,000 in April 1960.

### Employment

More than a third of the employment gain between March and April took place in agriculture. Construction accounted for another one third, and service, manufacturing and transportation accounted for most of the remainder. One of the more significant advances was in service, in which employment is currently 8 per cent ahead of last year. This gain was reflected in a larger-than-usual increase in the number of women employed during the month.

The rise of about 50,000 in construction employment brought the total almost up to last year's level. Some recovery was also evident in manufacturing and trade. Employment was still lagging in forestry, mining and transportation. Employment in April was 111,000 higher than a year earlier. The number of employed women was up 129,000, while the number of men employed was down 18,000.

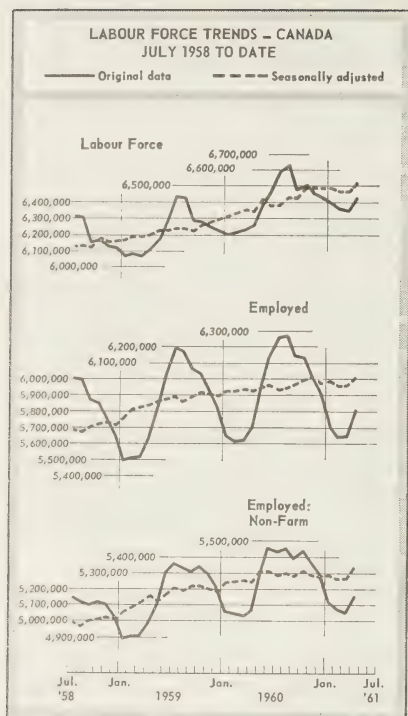
Of the estimated 5,818,000 employed in April, 4,171,000 were men and 1,647,000 women. In the preceding month, employed men totalled 4,048,000; women 1,600,000. The employment total in April 1960 was made up of 4,189,000 men and 1,518,000 women.

Non-agricultural employment in April was estimated at 5,166,000, compared with 5,055,000 in March and 5,066,000 in April 1960. Agricultural employment was 652,000, compared with 593,000 a month earlier and 641,000 a year earlier.

Employment gains during the month were more than seasonal in most parts of the country. In Ontario employment was little higher than a year earlier; but elsewhere, employment gains ranged from 2 per cent in the Pacific region to about 5 per cent in the Atlantic region.

### Unemployment

The unemployment decrease between March and April was 83,000, greater than in the same period last year but about the same as in 1958 and 1959.



The decrease was almost entirely among men. There was little change in the number of unemployed women; as usual, most of the women who found jobs during the month came from outside the labour force.

The number unemployed in April, 622,000, represented 9.7 per cent of the labour force compared with 8.8 per cent a year earlier. The unemployment rate was up over last year in all regions.

Of the 622,000 unemployed in April, 32,000 were on temporary layoff and 590,000 were without work and seeking work. Of the latter, 559,000 were seeking full-time work and 31,000 were looking for part-time work.

Some 84,000 of the workseekers had become unemployed during the preceding month. This number was more than offset by the 158,000 of the previous month's total that had found jobs or withdrawn from the labour force during the month.

An estimated 261,000 had been jobless for three months or less; just about the same number as a year earlier. Those unemployed four months or more numbered 329,000, against 253,000 a year earlier.

### Regional Summaries

Employment in the Atlantic region increased seasonally between March and April, in spite of adverse weather conditions. Much of the increase took place in service, agriculture, and construction. Agricultural activity was hampered, to some extent, by late snow. Heavy ice delayed the start of the fishing season.

There was little new activity in forestry, and weight restrictions on roads retarded the seasonal pickup in sawmilling and transportation. In coal mining, cutbacks in production and employment continued. Employment in pulp and paper mills, generally, remained steady. Employment conditions in iron and steel and transportation equipment remained fairly good. Bad weather retarded the spring pickup in construction.

Employment, at 474,000, was 21,000 higher than last year. The trade and service industries accounted for the increase. In many areas, manufacturing employment continued at a slightly higher level than last year. Employment in coal mining showed a year-to-year decline.

Unemployment was estimated at 99,000 (17.3 per cent of the labour force), compared with 101,000 in March and 89,000 (16.4 per cent) in April 1960.

The labour force in the Atlantic region was estimated at 573,000 in April, 560,000 in March, and 542,000 in April 1960.

Employment in Quebec increased more than seasonally between March and April; the rate of increase being higher than in any corresponding period since 1953. In manufacturing, consumer goods industries, in general, experienced seasonal increases in activity, and new hirings were reported in a number of plants.

In the textile industry the improved employment levels of the first quarter were maintained. Most iron and steel products and building-supplies industries reported seasonal increases in output and employment. In transportation equipment, the aircraft industry continued operating at a high level, whereas production and employment in the railway stock and shipbuilding industries remained low. A considerable increase in construction activity was reported in most areas.

The large increase in employment over the year was due, for the most part, to the service industry and agriculture. Some increases also occurred in residential and municipal construction. Increases in certain manufacturing industries, such as paper products, textiles and machine shops, were offset by declines in others, especially sheet metal, rubber and leather products, and shipbuilding. Employment in forestry was much below last year's level.

Unemployment in April was estimated at 233,000 (12.9 per cent of the labour force), compared with 267,000 a month earlier and 221,000 (12.6 per cent) in April 1960.

The labour force was estimated at 1,803,000 in April, 1,785,000 in March, and 1,750,000 in April 1960.

Employment in Ontario increased by an estimated 49,000 from March to April, a larger gain than is usual at this time of year. Such seasonal industries as construction, farming, and lake shipping were responsible for most, if not all, of the employment gain; however, forestry was at a virtual standstill, owing to transportation difficulties.

Developments in manufacturing were mixed. Small layoffs were reported in several industries, notably automobile, clothing, heavy electrical apparatus and locomotive plants. On the other hand, there were some recalls by food and beverage processors and producers of heavy machinery. Employment in primary iron and steel, and in paper mills, remained steady over the month.

Employment changed very little over the year. The number of men employed declined substantially, due mainly to reduced employment in agriculture, mining, forestry and heavy goods manufacturing, all of which employ a high proportion of men. Continued expansion of the service producing industries over the year was responsible for a large increase in the number of women employed.

Unemployment in April, at 160,000, was 6.8 per cent of the labour force, compared with 190,000 a month earlier and 136,000 (5.8 per cent) in April 1960. The labour force, in April, was estimated at 2,367,000, in March at 2,348,000, and in April 1960 at 2,338,000.

Farm employment increased substantially between March and April, as preparatory work for seeding proceeded after an early spring break-up. In non-farm industries, employment in construction rose markedly and seasonal increases occurred in transportation, trade and service.

Iron and steel plants continued to operate at reduced employment levels and men were laid off in one pipe plant on completion of orders for large diameter pipe. Load restrictions on roads hampered work in oil fields and



a few construction sites. However, some preliminary work was completed on the large pipeline projects in the region and activity was stepped up on the four hydro projects.

An increase of 34,000 in employment from April 1960 was divided between farming and non-agricultural industries. In the latter the largest employment increases occurred in service industry. In transportation, a smaller volume of shipments of most commodities and consolidation of railway operations brought about a modest decrease in the number employed. Mining employment was well up from a year earlier in Manitoba, where base-metal mining employment increased in the northern part of the province. An increase in the number of new housing units helped raise construction employment near to the year-earlier figure.

Unemployment in April 1961, estimated at 72,000, accounted for 6.4 per cent of the labour force. In April 1960, it was 58,000 (5.4 per cent).

Employment in April was estimated at 1,046,000, in March at 1,009,000, and in April 1960 at 1,012,000. The labour force was estimated at 1,118,000 in April, at 1,085,000 in March and at 1,070,000 in April 1960.

Employment rose more than seasonally in the Pacific region. Strong seasonal advances were registered in construction and services employment. Some transportation workers were hired as the volume of grain exports to the Far East continued to increase.

The spring break-up continued to hamper logging, and highway load restrictions curtailed movements of lumber and other goods. Sawmills hired some men as production levels were increased. Employment in pulp and paper plants remained strong. In other manufacturing seasonal increases in machine shops and metal working plants were partly offset by layoffs in some textile plants on completion of spring and summer lines. Spring work commenced on farms.

Total employment in April moved ahead of last year's level. The year-to-years gains occurred mainly in the service industry, while employment in mining and construction approached year-earlier levels. In manufacturing, declines in sawmilling, plywood production, and iron and steel products were largely offset by substantial gains in pulp and paper plants, and some modest increases in base metal smelting and chemicals.

Unemployment in April at 58,000, represented 10.0 per cent of the labour force, compared with 71,000 in March and 48,000 (8.6 per cent) a year earlier. Employment was estimated at 521,000 in April, and at 504,000 a month earlier. In April 1960, it was estimated at 511,000.

The labour force was estimated at 579,000 in April, 575,000 in March and 559,000 in April 1960.

#### LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	April 1961	April 1960	April 1961	April 1960	April 1961	April 1960
Metropolitan.....	9	8	3	4	.....	.....
Major Industrial.....	18	16	8	10	.....	.....
Major Agricultural.....	6	8	8	6	.....	.....
Minor.....	34	39	22	18	2	1
Total.....	67	71	41	38	2	1

# CLASSIFICATION OF LABOUR MARKET AREAS—APRIL

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	Calgary Edmonton Hamilton Montreal Quebec-Levis St. John's Vancouver-New Westminster and Mission City Windsor (incl. Leam.) Winnipeg	Halifax → OTTAWA-HULL → TORONTO		
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non-agricul- tural activity)	Brantford Corner Brook Cornwall Farnham-Granby Ft. William-Pt. Arthur Joliette Lac St. Jean Moncton New Glasgow Niagara Peninsula Peterborough Rouyn-Val d'Or SAINT JOHN ← Shawinigan Sherbrooke Sydney Trois Rivières Timmins-Kirkland Lake	Guelph Kingston Kitchener London → OSHAWA → SARNIA Sudbury Victoria		
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 40 per cent or more agricultural)	Charlottetown Prince Albert Red Deer Riviere du Loup Thetford-Megantic- St. Georges Yorkton	→ BARRIE Brandon → CHATHAM → LETHBRIDGE Moose Jaw North Battleford Regina → SASKATOON		
<b>MINOR AREAS</b> (labour force 10,000-25,000)	Bathurst Beauharnois Bracebridge Bridgewater Campbellton Cranbrook Dauphin DAWSON CREEK ← Drummondville Edmundston Fredericton Gaspé Grand Falls Kentville Montmagny Newcastle North Bay Okanagan Valley Pembroke Portage La Prairie Prince George-Quesnel Prince Rupert Quebec North Shore Rimouski Ste. Agathe-St. Jerome St. Stephen Sault Ste. Marie Sorel Summerside Truro Valleyfield Victoriaville Woodstock Yarmouth	→ BELLEVILLE- TRENTON Brampton Central Vancouver Island → CHILLIWACK Drumheller Galt Goderich Kamloops LACHUTE-STE. → THERESE → LINDSAY Listowel Medicine Hat → OWEN SOUND → ST. HYACINTHE → ST. JEAN St. Thomas → SIMCOE Stratford → TRAIL-NELSON Walkerton → WEYBURN Woodstock-Tillsonburg	→ Kitimat → SWIFT CURRENT	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 424, April issue.

# Current Labour Statistics

(Latest available statistics as of May 15, 1961)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....(000)	April 22	6,440	+ 1.4	+ 2.9
Employed.....(000)	April 22	5,818	+ 3.0	+ 1.9
Agriculture.....(000)	April 22	652	+ 9.9	+ 1.7
Non-agriculture.....(000)	April 22	5,166	+ 2.2	+ 2.0
Paid workers.....(000)	April 22	4,677	+ 2.0	+ 0.8
At work 35 hours or more.....(000)	April 22	4,998	N.A.	+ 6.7
At work less than 35 hours.....(000)	April 22	680	N.A.	-14.9
Employed but not at work.....(000)	April 22	140	N.A.	-37.8
Unemployed.....(000)	April 22	622	-11.8	+12.7
Atlantic.....(000)	April 22	99	- 2.0	+11.2
Quebec.....(000)	April 22	233	-12.7	+ 5.4
Ontario.....(000)	April 22	160	-15.8	+17.6
Prairie.....(000)	April 22	72	- 5.3	+24.1
Pacific.....(000)	April 22	58	-18.3	+20.8
Without work and seeking work.....(000)	April 22	590	-11.2	+14.1
On temporary layoff up to 30 days.....(000)	April 22	32	-22.0	- 8.6
Industrial employment (1949=100).....	February	110.9	- 0.6	- 3.2
Manufacturing employment (1949=100).....	February	104.6	+ 0.3	- 4.0
Immigration.....	1st Qtr. 1961	11,839	—	-28.7
Destined to the labour force.....	1st Qtr. 1961	5,374	—	-33.6
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	April	30	-11.8	+ 3.4
No. of workers involved.....	April	6,265	+41.5	+14.4
Duration in man days.....	April	59,240	+43.9	+120.5
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	February	\$77.78	+ 1.0	+ 3.2
Average hourly earnings (mfg.).....	February	\$ 1.82	+ 0.6	+ 2.8
Average hours worked per week (mfg.).....	February	40.4	+ 0.7	0.0
Average weekly wages (mfg.).....	February	\$73.41	+ 0.9	+ 2.7
Consumer price index (1949=100).....	April	129.1	0.0	+ 1.3
Index numbers of weekly wages in 1949 dollars (1949=100).....	February	136.2	+ 0.7	+ 0.9
Total labour income.....\$000,000	February	1,501	+ 0.5	+ 2.5
<i>Industrial Production</i>				
Total (average 1949=100).....	March	163.9	- 1.2	- 3.9
Manufacturing.....	March	144.9	+ 0.3	- 4.2
Durables.....	March	140.3	+ 0.9	- 8.2
Non-durables.....	March	149.0	+ 0.1	- 0.7

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force* a monthly publication of the Dominion Bureau of Statistics. See also p. 424, April issue.



# COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

There were 131 major collective agreements covering approximately 332,000 employees in various stages of negotiation during April. Of these, 21 were concluded during the month, providing wage increases for more than 32,000 workers. These settlements bring the number of new major agreements signed during the first four months of the year to 65. Nearly all of these settlements were reached either by direct bargaining between the parties or during the conciliation process; only in two cases was settlement arrived at while a strike was in progress. One of these occurred at the **Burrard Dry Dock** in Vancouver and the other at the Marine Division of **Canadian Vickers** in Montreal.

Another strike in the shipbuilding industry was called in March by the **Marine Workers' Federation**. It continued during April, involving some 1,200 employees of **Halifax Shipyards** at Halifax and Dartmouth, Nova Scotia. An additional 1,000 shipyard workers, members of the **Marine Workers' Federation** and four other unions, rejected a conciliation board's recommendation for a total increase of 4 cents an hour spread over a two year period, and called a strike at **Saint John Shipbuilding and Dry Dock**, Saint John, New Brunswick.

During the last week in April a strike involving 1,200 employees developed in Toronto when negotiations broke down between the **Hotel and Club Employees Union** and the **Royal York Hotel**. The hotel, operated by the CPR, had offered a wage increase of 2½ cents an hour effective April 1 and proposed a reduction in the requirement for layoff notice from seven days to 48 hours, but these terms were rejected by the union. To maintain operations during the strike management curtailed many of its services, brought in key personnel from other CPR hotels across Canada and hired additional staff locally.

Towards the end of April, negotiations were conducted to avert a strike scheduled for May 16 that would have tied up operations of the nation's **major railways** and would have directly involved 115,000 workers across Canada represented by **15 non-operating railway unions**. The unions' basis for settlement was the 14-cents-an-hour increase over a two-year contract recommended by an earlier conciliation board report, but management consistently maintained that they were financially unable to meet these added wage costs. Early in May, however, some 10 days prior to the strike deadline, the railways announced their acceptance of the conciliation board's recommendations, thus bringing to an end the 18 months' old labour dispute.

Four of the major settlements concluded during April provided wage increases and improved fringe benefits for 9,400 workers in the aluminum industry. These workers are represented by the **Metal Trades' Federation**, and the settlements were negotiated with the **Aluminum Company of Canada** for its Arvida, Ile Maligne and Shawinigan plants as well as with **Canadian British Aluminum** for its Baie Comeau plant. Each of the three agreements with the Aluminum Company of Canada were signed for a three-year term and provided a total wage increase of 18 cents an hour to be paid in three instalments. The first instalment of 6 cents an hour was retroactive to September 17, 1960, the expiry date of the previous agreement; the second and third instalments of 6 cents each are to become effective on May 4, 1962 and May 4, 1963 respectively. The existing cost-of-living bonus, amounting to 9 cents an hour, was

incorporated into the wage structure and the cost-of-living escalator clause was discontinued. Vacation provisions were changed to provide for three weeks' annual paid vacation after 10 years of service rather than after 15 years as previously. It was further agreed that if 80 per cent of the eligible employees signed authorization forms, the check-off would then become applicable to all employees. The agreement between Metal Trades' Federation, and Canadian British Aluminum was also signed for a three-year period. The 750 employees covered were granted a 5 per cent pay increase effective immediately, and another 5 per cent to become effective April 1, 1962. On May 1, 1961 the 48 hour work week was reduced to 42 hours with maintenance of take-home pay. In addition, the contract provided for settlement pay up to a maximum of \$250, depending upon the time worked and certain eligibility requirements.

Bargaining continued to be quite active in the electrical products industries. **Canadian General Electric** at Montreal and Quebec City was bargaining for the renewal of an agreement with the **International Union of Electrical, Radio and Machine Workers**. In separate negotiations between the company and the **United Electrical, Radio and Machine Workers** representing 5,000 employees in Toronto, Peterborough and Guelph, a conciliation board reported that it was unable to bridge the gap between the parties, but recommended that further talks be held. A mediator was appointed to help in these discussions and in mid-May the parties reportedly agreed upon a three-year contract to replace the expired five-year agreement. The settlement, ratified by the union membership, was reported to provide a total wage increase of 10 cents an hour over the life of the agreement. Concurrent with these negotiations were talks between the same union and **Canadian Westinghouse**. These negotiations had reached the conciliation board stage during the month and the first meeting of the board was scheduled for early May.

More than 9,400 workers in the electrical products industry received wage increases from the settlements reached by the **Northern Electric Company** and its **employees' associations** in Montreal, Que. and Belleville, Ont. Three separate agreements, each lasting one year, were signed in Montreal. One of these, affecting 2,200 office workers, provided increases ranging from \$6 to \$17 per month retroactive to February 27, 1961; another, affecting 400 tradesmen who install telephones, provided increases ranging from 5 cents to 9 cents an hour retroactive to February 27, 1961; and the third, covering approximately 6,000 plant tradesmen provided increases ranging from 6 cents to 9 cents retroactive to February 27, 1961. The Company's 800 employees in Belleville also signed a one-year agreement that provided for increases in wages of 6 cents to 9 cents an hour depending on job classification.

A great many of the original 127 items on the bargaining agenda between **Ontario Hydro-Electric Power Commission** and the **National Union of Public Service Employees** were resolved by direct talks between the parties. However, a number of important items were still outstanding at the end of the month and the union was notified that the Commission would seek the aid of a conciliation officer to resolve the remaining issues.

The 25 one-year agreements signed last year in the pulp and paper industry will terminate by the end of the second quarter. During talks between **Canadian International Paper** and its subsidiary New Brunswick International Paper and four unions representing 6,000 workers employed at the company's six mills located in New Brunswick, Quebec and Ontario, the parties agreed to postpone further negotiations until September 17, 1961, subject to certain interim adjustments. Negotiations opened between **Abitibi Power and Paper** and the five unions representing 6,000 employees working at nine company mills in Ontario,



Quebec and Manitoba. The unions' original request for a general 12-cents-an-hour wage increase was rejected by the company, and at the end of the month the parties had sought the aid of a conciliation officer.

## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements Expiring During May, June and July

(except those under negotiation in April)

Company and Location	Union
Algoma Ore Properties, Wawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
Anglo-Nfld. Development, Grand Falls, Nfld. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC) & others
Avro & Orenda Engines, Malton, Ont. ....	Machinists (AFL-CIO/CLC)
B.C. Electric, company-wide ....	I.B.E.W. (AFL-CIO/CLC)
Bowater's Nfld. Paper, Corner Brook, Nfld. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC) & others
Bldg. maintenance companies, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Canada Cement, N.B., Que., Ont., Man. & Alta.	Cement Wks. (AFL-CIO/CLC)
Consolidated Paper, Cap de la Madeleine & Three Rivers, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumains, Que. ....	Pulp & Paper Wks. Federation (CNTU)
Consolidated Paper, Shawinigan, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Courtaulds Canada, Cornwall, Ont. ....	Textile Wks. Union (AFL-CIO/CLC)
Cyanamid of Canada, Niagara Falls, Ont. ....	U.E. (Ind.)
Dom. Structural Steel, Montreal, Que. ....	Mine Wks. (Ind.)
Donahue Bros., Clermont, Que. ....	Carpenters (Lumber & Sawmill Wks.) (AFL- CIO/CLC)
Dosco, Cdn. Bridge, Walkerville, Ont. ....	Steelworkers (AFL-CIO/CLC)
Dosco (Wabana Mines), Bell Island, Nfld. ....	Steelworkers (AFL-CIO/CLC)
Fraser Companies, Cabano, Que. ....	Woodcutters, Farmers' Union (Ind.)
Fraser Companies, Edmundston, N.B. ....	Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Que. ....	Woodcutters, Farmers' Union (Ind.)
Great Lakes Paper, Fort William, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Hamilton Cotton & subsids., Hamilton, Dundas & Trenton, Ont. ....	Textile Wks. Union (AFL-CIO/CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que. ....	Service Empl. Federation (CNTU)
Howard Smith Paper, Cornwall, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Kimberley-Clark Paper, Terrace Bay, Ont. ....	I.B.E.W. (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC)
K.V.P. Company, Espanola, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC) & I.B.E.W. (AFL-CIO/CLC)
Marathon Corp. of Can., Marathon, Ont. ....	Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Montreal Transp. Commission, Que. ....	Railway, Transport & General Wks. (CLC)
Motor Trans. Ind. Relations Bureau (car car- riers), Ont. ....	Teamsters (Ind.)
Ontario Paper, Thorold, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC) & others
Ont.-Minnesota Paper, Fort Francis & Kenora, Ont. ....	Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Polymer Corporation, Sarnia, Ont. ....	Oil Wks. (AFL-CIO/CLC)
Provincial Paper, Thorold, Ont. ....	Pulp & Paper Mill Wks. (AFL-CIO/CLC)
Que. North Shore Paper, Baie Comeau, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC)
St. Lawrence Corp., Red Rock, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC) & others
Ste. Anne Power, Beaupre, Que. ....	Carpenters (Lumber & Sawmill Wks.) (AFL- CIO/CLC)
Sask. Wheat Pool (Elevator Div.), Ont., Man., Sask. & B.C. ....	Empl. Assoc. (Ind.)
Spruce Falls & Kimberley-Clark, Kapuskasing, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wks. (AFL-CIO/CLC) & others
Stelco (Canada Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Stelco (Hamilton Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Stelco, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
White Spot Restaurants, Vancouver, B.C. ....	Empl. Union (Ind.)



## Part II—Negotiations in Progress During April

### Bargaining

Company and Location	Union
Abitibi Paper, Iroquois Falls, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Abitibi Paper, Sault Ste. Marie, Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Acme, Borden's & other dairies, Toronto, Ont. ....	Teamsters (Ind.)
Anglo-Cdn. Paper, Forestville, Que. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Assoc. des Marchands Détaillants (Produits Alimentaires), Quebec, Que. ....	Commerce Empl. Federation (CNTU)
Assoc. Patronale du Commerce, (Hardware), Quebec, Que. ....	Commerce Empl. Federation (CNTU)
Assoc. Patronale des Services Hospitaliers, Quebec, Que. ....	Services Federation (CNTU) (male)
Assoc. Patronale des Services Hospitaliers, Quebec, Que. ....	Services Federation (CNTU) (female)
Can. Iron Foundries, Three Rivers, Que. ....	Moulders (AFL-CIO/CLC)
C.B.C., company-wide	Radio & T. V. Empl. (ARTEC) (Ind.)
Cdn. General Electric, Cobourg, Oakville, Peterborough & Toronto, Ont. ....	I.U.E. (AFL-CIO/CLC) (plant & salaried empl.)
Cdn. General Electric, Montreal & Quebec, Que. ....	I.U.E. (AFL-CIO/CLC)
Cdn. International Paper, N.B., Que. & Ont. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Oper. Engineers (AFL-CIO)
Cdn. Tube & Steel, Montreal, Que. ....	Steelworkers (AFL-CIO/CLC)
Clothing Mfrs. Assoc., Quebec, Farnham & Victoriaville, Que. ....	Clothing Wkrs. Federation (CNTU)
C.N.R., system-wide	Locomotive Engineers (Ind.)
C.N.R., system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.N.R., system-wide	Trainmen (AFL-CIO/CLC)
C.P.R., system-wide	Locomotive Engineers (Ind.)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
C.P.R. Atlantic & Central regions	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R. Atlantic & Central regions	Trainmen (AFL-CIO/CLC)
C.P.R. Prairie & Pacific regions	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R., Prairie & Pacific regions	Trainmen (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Dominion Bridge, Vancouver, B.C. ....	Structural Iron Wkrs. (AFL-CIO/CLC)
Dominion Coal, Sydney, N.S. ....	Mine Wkrs. (Ind.)
Dom. Rubber (Footwear Div.), Kitchener, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Dom. Rubber (Tire Div.), Kitchener, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Donnacona Paper, Donnacona, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Dunlop Canada, Toronto, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Dunlop Canada, Whitby, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Dupuis Freres, Montreal, Que. ....	Commerce Empl. Federation (CNTU)
East. Can. Newsprint Grp., Que. & N.S. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
E. B. Eddy, Hull, Que. ....	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Edmonton City, Alta. ....	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta. ....	Public Empl. (CLC) (outside wkrs.)
Employing Printers' Assoc., Montreal, Que. ....	Bookbinders (AFL-CIO/CLC)
Employing Printers' Assoc., Montreal, Que. ....	Printing Pressmen (AFL-CIO/CLC)
Goodrich Canada, Kitchener, Ont. ....	Rubber Wkrs. (AFL-CIO/CLC)
Halifax City, N.S. ....	Public Empl. (CLC) (inside wkrs.)
Hamilton City, Ont. ....	Public Empl. (CLC) (office wkrs.)
Hamilton City, Ont. ....	Public Service Empl. (CLC) (outside wkrs.)
Hamilton General Hospitals, Hamilton, Ont. ....	Public Empl. (CLC)
H. J. Heinz, Leamington, Ont. ....	Packinghouse Wkrs. (AFL-CIO/CLC)
Kellogg Company, London, Ont. ....	Millers (AFL-CIO/CLC)
Kelvinator of Canada, London, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que. ....	Tobacco Wkrs. (AFL-CIO/CLC)
Miramichi Lumber, Chatham Industries & others, Miramichi Ports	Miramichi Trades & Labour (Ind.)
N.B. Power Commission, province-wide	I.B.E.W. (AFL-CIO/CLC)
Noranda Mines, Noranda, Que. ....	Steelworkers (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S. ....	Mine Wkrs. (Ind.)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Price Bros., Kenogami & Riverbend, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
R.C.A. Victor, Montreal, Que. ....	Empl. Assoc. (Ind.)
R.C.A. Victor, Montreal, Que. ....	I.U.E. (AFL-CIO/CLC)
St. Boniface General Hospital, St. Boniface, Man. ....	Empl. Union of Hospital Inst. (Ind.)
Sask. Power Corp., province-wide	Oil Wkrs. (AFL-CIO/CLC)

Union	Company and Location
Scott Clothing, Longueuil, Que. ....	Empl. Assoc. (Ind.)
Shell Oil, Montreal East, Que. ....	Empl. Council (Ind.)
Tamper Limited, Lachine, Que. ....	I.U.E. (AFL-CIO/CLC)
T.C.A., company-wide .....	Air Line Pilots (Ind.)
Union composing rooms, Toronto, Ont. ....	Typographical Union (AFL-CIO/CLC)
Vancouver General Hospital, Vancouver, B.C. ....	Public Empl. (CLC)
Various pulp & paper mills, B.C. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Westeel Products, western provinces .....	Steelworkers (AFL-CIO/CLC)
Winnipeg City, Man. ....	Public Service Empl. (CLC)
Conciliation Officer	
B.A. Oil, Clarkson, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Calgary City, Alta. ....	Public Empl. (CLC) (clerical empl.)
Can. Steamship Lines, Ont. & Que. ....	Railway Clerks (AFL-CIO/CLC)
Cdn. Vickers (Engineering Div.), Montreal, Que. ....	Boilermakers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) & others
Dryden Paper, Dryden, Ont. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Fisheries Assoc., B.C. ....	United Fishermen (Ind.) (tendermen)
Fisheries Assoc. & Cold Storage Cos., B.C. ....	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Food stores (various) Winnipeg, Man. ....	Retail Clerks (AFL-CIO/CLC)
Forest Industrial Relations, B.C. coast .....	Woodworkers (AFL-CIO/CLC)
Hollinger Mines, Timmins, Ont. ....	Steelworkers (AFL-CIO/CLC)
Hospitals (six), Montreal & District, Que. ....	Service Empl. Federation (CNTU)
Lakehead Term. Elevators Assoc., Fort William	Railway Clerks (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumaker, Ont. ....	Steelworkers (AFL-CIO/CLC)
Saguenay Terminals, Port Alfred, Que. ....	Metal Trades' Federation (CNTU)
Scarborough Township, Ont. ....	Public Empl. (CLC) (outside wkrs.)
Shipping Federation of Can., Montreal, Que. ....	I.L.A. (CLC)
Toronto General Hospital, Toronto, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
Conciliation Board	
Assoc. Patronale des Mfrs. de Chaussures, Quebec, Que. ....	Leather & Shoe Wkrs. Federation (CNTU)
B.C. Hotels Assoc., New Westminster, Burnaby, Fraser Valley, B.C. ....	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assoc., Vancouver, B.C. ....	Hotel Empl. (AFL-CIO/CLC)
Calgary City, Alta. ....	Public Empl. (CLC) (outside wkrs.)
Canada Paper, Windsor Mills, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Canadian Car, Fort William, Ont. ....	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Car & Foundry, Montreal, Que. ....	Railway Carmen (AFL-CIO/CLC)
Cdn. Lithographers Assoc., eastern Canada .....	Lithographers (CLC)
Cdn. Westinghouse, Hamilton, Ont. ....	U.E. (Ind.)
Consolidated Paper, Ste. Anne de Portneuf, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Davie Shipbuilding, Lauzon, Que. ....	Metal Trades' Federation (CNTU)
Dominion Glass, Wallaceburg, Ont. ....	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Oilcloth & Linoleum, Montreal, Que. ....	CNTU-chartered local
Dom. Rubber (Rubber Div.), St. Jerome, Que. ....	Rubber Wkrs. (AFL-CIO/CLC)
Fittings Limited, Oshawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Goodyear Cotton, St. Hyacinthe, Que. ....	Textile Federation (CNTU)
Miner Rubber, Granby, Que. ....	Rubber Wkrs. (AFL-CIO/CLC)
Sangamo Company, Leaside, Ont. ....	Machinists (AFL-CIO/CLC)
T.C.A., company-wide .....	Air Line Flight Attendants (CLC)
Toronto Western Hospital, Toronto, Ont. ....	Building Service Empl. (AFL-CIO/CLC)
Post-Conciliation Bargaining	
Cdn. General Electric, Toronto, Peterborough & Guelph, Ont. ....	U.E. (Ind.)
C.N.R., C.P.R., other railways .....	15 unions (non-operating empl.)
Arbitration	
Hopital Hotel-Dieu, Montreal, Que. ....	Service Empl. Federation (CNTU)
Work Stoppage	
Halifax Shipyards (Dosco), Halifax & Dartmouth, N.S. ....	Marine Wkrs. (CLC)
Hotel Royal York (CPR), Toronto, Ont. ....	Hotel Empl. (AFL-CIO/CLC)
Saint John Shipbuilding & Dry Dock, Saint John, N.B. ....	Marine Wkrs. (CLC), Machinists (AFL-CIO/CLC) & others

### Part III—Settlements Reached During April

(A summary of major terms on the basis of information immediately available. Figures for the number of employees covered are approximate.)

ALUMINUM CO., ARVIDA, QUE.—METAL TRADES' FEDERATION (CNTU): 3-yr agreement covering 5,500 empl.—6¢-an-hr. increase retroactive to Sept. 17, 1960, an additional 6¢ an hr. eff. May 4, 1962 and a final increase of 6¢ an hr. eff. May 4, 1963; 3 wks. vacation after 10 yrs. of service (previously 3 wks. after 15 yrs.); if 80% of empl. sign authorization for check-off the company agreed to extend the check-off to all employees.

ALUMINUM CO., ILE MALIGNE, QUE.—METAL TRADES' FEDERATION (CNTU): 3-yr. agreement covering 900 empl.—6¢-an-hr. increase retroactive to Sept. 17, 1960, an additional 6¢ an hr. eff. May 4, 1962, and a final increase of 6¢ an hr. eff. May 4, 1963; 3 wks. vacation after 10 yrs. of service (previously 3 wks. after 15 yrs.); if 80% of empl. sign authorization for check-off the company agreed to extend the check-off to all employees.

ALUMINUM CO., SHAWINIGAN, QUE.—METAL TRADES' FEDERATION (CNTU): 3-yr. agreement covering 700 empl.—6¢-an-hr. increase retroactive to Sept. 17, 1960, an additional 6¢ an hr. eff. May 4, 1962, and a final increase of 6¢ an hr. eff. May 4, 1963; 3 wks. vacation after 10 yrs. of service (previously 3 wks. after 15 yrs.); if 80% of empl. sign authorization for check-off the company agreed to extend the check-off to all employees.

ATOMIC ENERGY OF CAN., CHALK RIVER & DEEP RIVER, ONT.—ATOMIC ENERGY ALLIED COUNCIL (AFL-CIO/CLC): 2-yr. agreement covering 1,000 empl.—increases ranging from 5¢ to 8¢ an hr. during the first year of the agreement; additional increases ranging from 6¢ to 9¢ an hr. during the second year; company will pay 75% of the cost of sickness and accident indemnity plan.

CDN. BRITISH ALUMINUM, BAIE COMEAU, QUE.—METAL TRADES' FEDERATION (CNTU): 2-yr. agreement covering 750 empl.—increase of 5% eff. April 1, 1961 plus a further increase of 5% eff. April 1, 1962; settlement pay to a max. of \$250 depending on time worked; weekly hrs. to be reduced from 48 hrs. to 42 hrs. eff. May 1, 1961 with full maintenance of take-home pay; 2 wks. vacation after 3 yrs. of service (formerly 2 wks. after 5 yrs.); improvement in the seniority clause; certain restrictions on contracting-out.

C.B.C. COMPANY-WIDE—BROADCAST EMPL. (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—9¢-an-hr. increase retroactive to Feb. 1, 1961; a further 7¢ an hr. eff. Feb. 1, 1962.

G. T. DAVIE & SONS, LAUZON, QUE.—METAL TRADES' FEDERATION (CNTU): 3-yr. agreement covering 500 empl.—5¢-an-hr. increase retroactive to Jan. 1, 1961; a further 9¢ an hr. eff. Jan. 1, 1962; an additional 5¢ an hr. eff. July 1, 1962 and 5¢ an hr. eff. Jan. 1, 1963; reduced work week eff. Sept. 1, 1961 from 41½ hrs. to 40 hrs. with an increase of 6¢ an hr. to compensate for the shorter time; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 15 yrs.).

DOM. ENGINEERING WORKS, LACHINE, QUE.—MACHINISTS (AFL-CIO/CLC): 1-yr. agreement covering 900 empl.—5¢-an-hr. increase eff. April 1, 1961.

DUPONT OF CAN., KINGSTON, ONT.—MINE WKRS. (IND.): 1-yr. agreement covering 900 empl.—6¢-an-hr. increase eff. April 1, 1961; improved shift premiums.

FIRESTONE TIRE & RUBBER, HAMILTON, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,000 empl.—6¢-an-hr. increase for day wkrs. with an increase of 4.3¢ an hr. for piece wkrs.

GOODYEAR TIRE & RUBBER, NEW TORONTO, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,100 empl.—6¢-an-hr. increase for day wkrs. and 5¢ an hr. for piece wkrs.; retroactive pay of \$10 on a prorated basis depending upon time worked during 4 wks. prior to settlement.

HUDSON BAY MINING, FLIN FLON, MAN.—CLC-CHARTERED LOCAL, MACHINISTS (AFL-CIO/CLC) & OTHERS: 2-yr. agreement covering 2,300 empl.—5¢-an-hr. increase eff. April 16, 1961 plus a further 6¢ an hr. eff. April 16, 1962; hazard pay increased from 10¢ an hr. to 15¢ an hr.; company to pay the difference between regular pay and jury duty pay.

MARINE INDUSTRIES, SOREL, QUE.—METAL TRADES' FEDERATION (CNTU): 3-yr. agreement covering 825 empl.—increase of 6¢ an hr. eff. April 1, 1961, a further increase of 6¢ an hr. eff. Sept. 3, 1961, plus 7¢ an hr. eff. Dec. 31, 1961; another 5¢ an hr. on July 1, 1962 and 6¢ an hr. on Dec. 30, 1962; work week to be reduced from 41½ hrs. to 40 hrs. eff. April 30, 1961; 3 wks. vacation after 10 yrs. of service (previously 3 wks. after 15 yrs.); all new empl. must become union members within 30 days of employment.

MOIRS LIMITED, HALIFAX, N.S.—TEAMSTERS (IND.) & BAKERY WKRS. (CLC): 2-yr. agreement covering 1,000 empl.—general increase of 5¢ an hour retroactive to Feb. 15, 1961; 2 additional paid statutory holidays.

NORTHERN ELECTRIC, BELLEVILLE, ONT.—EMPL. ASSOC. (IND.) (PLANT WKRS.): 1-yr. agreement covering 800 empl.—increases ranging from 6¢ to 9¢ an hr. retroactive to Feb. 27, 1961; 2 wks. paid vacation after 15 months of continuous service (formerly 1 wk.).

NORTHERN ELECTRIC, MONTREAL, QUE.—EMPL. ASSOC. (IND.) (PLANT WKRS.): 1-yr. agreement covering 6,000 empl.—increases ranging from 6¢ to 9¢ an hr., depending on classifications, retroactive to Feb. 27, 1961.

NORTHERN ELECTRIC, MONTREAL, QUE.—OFFICE EMPL. ASSOC. (IND.): 1-yr. agreement covering 2,200 empl.—increases ranging from \$6 per mo. to \$17 per mo., depending on classifications, retroactive to Feb. 20, 1961.

SHIPPING FEDERATION OF CAN., HALIFAX, N.S., SAINT JOHN, N.B. & THREE RIVERS, QUE.—I.L.A. (CLC): new agreement covering 3,000 empl.—details of settlement not yet available.

ST. LAWRENCE CORP., EAST ANGUS, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): 2-yr. agreement covering 500 empl.—13¢-an-hr. increase eff. May 1, 1961 plus an additional 3¢ an hr. eff. Nov. 1, 1961 and another 3¢ an hr. eff. Jan. 1, 1962; 3 wks. vacation after 10 yrs. of service (formerly 3 wks. after 15 yrs.); 1 additional paid statutory holiday for a total of 8; bereavement leave.

VANCOUVER CITY, B.C.—FIRE FIGHTERS (AFL-CIO/CLC): 1-yr. agreement covering 650 empl.—increase of 1¼%; 3 wks. paid vacation after 7 yrs. of service and 4 wks. after 17 yrs. (formerly 3 wks. after 8 yrs. and 4 wks. after 20 yrs.).

VANCOUVER POLICE COMMISSIONERS' BD., B.C.—PEACE OFFICERS (CLC): 1-yr. agreement covering 730 empl.—increase of 1¼%; 3 wks. paid vacation after 7 yrs. of service and 4 wks. after 17 yrs. (formerly 3 wks. after 8 yrs. and 4 wks. after 20 yrs.).



## NOTES OF CURRENT INTEREST

### Gross National Product in 1960 3 Per Cent Higher than 1959's

Canada's gross national product for 1960 was estimated at a figure about 3 per cent higher than that for 1959. Physical volume of output was about 2 per cent higher, and prices about 1.5 per cent, the Dominion Bureau of Statistics said last month.

Estimated gross national product last year was \$35,959 million.

The 1.5-per-cent increase in prices was the smallest for any year since 1955, when the increase was 1.3 per cent. The average annual price rise for the years 1956 to 1960 was 2.5 per cent.

The upward movement of the gross national product was interrupted in 1960. During the first quarter, the growth of total final purchases slackened, and during the second quarter both final purchases and the value of production declined.

Although final demand recovered in the third quarter, production did not fully respond, as the increased requirements were met, in part, from inventory.

In the fourth quarter, although final and inventory demand were once more exerting an expansionary influence on gross national product, the gains were modified by a decline in demand for Canadian exports.

The weakness in final demand during the year was centred in business outlays for new plant and equipment, housing construction, and consumer purchases of durable goods other than automobiles. Other factors tending to hold production in check included cutbacks in the rate of inventory accumulation in the second quarter and the shift to inventory liquidation in the third.

Main supports to activity during the year came from consumer expenditures for non-durables and services, from government purchases of goods and services, and from exports to overseas countries.

The slackening of economic activity was reflected in labour income, corporation profits and government revenues. The rise in labour income during the year was little more than half as large as the advance in 1959. Total personal income was higher by 4 per cent, compared with a gain of 6 per cent in 1959. Earnings of corporations last year fell about 6 per cent below the

1959 level. Because of lower income of business and the smaller rate of advance in personal incomes, total government revenues rose by a narrower margin than in 1959.

**Production and Employment**—The physical volume of output in 1960 advanced about 2 per cent. Both the goods- and service-producing industries shared in the gain, but the service-producing industries made the major contribution. Output was up significantly in all service industries but within the goods-producing group, movements diverged widely.

The moderate increase in the volume of production in employment was accompanied by a roughly equivalent gain in employment, which rose 1.7 per cent. But because most of the labour demand was in those areas, notably trade and services, where women constitute a large part of the labour force, while the weakness in demand was in those areas, notably durable goods manufacturing and construction, where men predominate, the gain in male employment was only fractional; the number of women employed increased 6 per cent.

The 1.7-per-cent increase in employment in 1960 fell short of the 2.8-per-cent growth of the labour force, and unemployment as a percentage of the labour force rose from an average of 6 per cent in 1959 to 7 per cent in 1960.

### Commodity Imports in 1960 Down Fractionally from 1959

Canada imported \$5,492,300,000 worth of commodities in 1960, the Dominion Bureau of Statistics has reported. This figure was \$3,500,000 lower than the preliminary estimate issued in January (L.G., Feb., p. 109).

Imports for 1960 were \$16,600,000—a fractional 0.3 per cent—below the 1959 total of \$5,508,900,000.

As the average price level of imports rose slightly in 1960, the physical volume of imports in 1960 declined more than their value.

Of the leading import commodities, more registered increases than decreases in 1960, although non-farm machinery, by far the most valuable import, decreased 0.9 per cent below the 1959 level.

Imports of automobile parts increased 2.8 per cent, crude petroleum 2.1 per cent, and aircraft and parts 50 per cent. Automobiles, fruits, engines and boilers, cotton products, books, and plastics and plastic products also rose.

A decline of 3.3 per cent was recorded for electrical apparatus in 1960. There was a considerable decrease in farm implements and machinery. Rolling-mill products fell slightly, as did rubber and petroleum products imports.

## All Provinces Plan to Observe Commonwealth Training Week

Two folders, "Why Bother to Graduate" and "Education, Training and Employment," prepared by the Department of Labour, will be distributed during Commonwealth Technical Training Week, May 29-June 4. A total of 1,338,000 of each of these pamphlets will be distributed through the school system.

All provincial governments by this time have indicated their intention to take part in the observance of the Week. Provincial planning committees have been set up, with members representing government, labour, industry, education, training, the National Employment Service, and others concerned with the training of Canadian youth. Committees are active also in the Yukon and Northwest Territories.

The first of the pamphlets outlines some of the reasons why students should stay in school until they graduate. Teachers will get the students to read it and will conduct a brief discussion of its contents.

The second folder, which contains a message to parents, will be given to the students to take home to their parents. It will bear the name of the minister of education of the province in which it is being distributed along with the name Hon. Michael Starr, federal Minister of Labour.

A third pamphlet, entitled "Training Today For Tomorrow," which explains the objectives of the Week and contains the Governor-General's proclamation on the subject, has been completed and 10,000 copies have been distributed to the provinces, and 15,000 more copies are being printed. Copies of this pamphlet have also been distributed to several national organizations taking part in the observance, including the Canadian Construction Association, the Canadian Federation of Mayors and Municipalities, the Confederation of Business and Professional Women's Clubs, the YWCA, the Canadian Manufacturers' Association, and the Canadian Broadcasting Corporation.

In connection with the Week, the Department of Labour has also produced and shipped 60,000 posters for use in every Canadian classroom, television clips and radio spots for broadcast during the Week, and a film clip for screening in major Canadian theatres that week.

## Old Age Assistance Total Drops, Payments to Disabled Increase

The numbers of persons receiving old age assistance and blind persons allowances decreased but the number receiving disabled persons allowances increased during the first quarter of 1961, the Department of National Health and Welfare has announced.

**Old Age Assistance**—The number of persons receiving old age assistance in Canada decreased from 100,577 at December 31, 1960 to 100,184 at the end of the first quarter of 1961.

The federal Government's contributions under the federal-provincial scheme totalled \$7,710,851.01 for the quarter ended March 31, 1961, compared with \$7,736,244.59 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$220,054,002.28.

Federal expenditures for the fiscal year 1960-61 amounted to \$30,657,141.05, an increase of \$309,592.99 over the expenditure of \$30,347,548.06 in 1959-60.

At March 31, 1961, the average monthly assistance in the provinces ranged from \$48.72 to \$52.78, except in one province where the average was \$47.07. In all provinces the maximum assistance paid was \$55 a month.

**Disabled Persons Allowances**—The number of persons in Canada receiving allowances under the Disabled Persons Act increased from 50,627 at December 31, 1960 to 50,650 at the end of the first quarter of 1961.

The federal Government's contributions under the federal-provincial scheme totalled \$4,093,227.75 for the quarter ended March 31, 1961, compared with \$4,102,681.16 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$72,110,610.45.

Federal expenditure for the fiscal year 1960-61 amounted to \$16,385,819.75, an increase of \$334,859.53 over the expenditure of \$16,050,960.22 in 1959-60.

At March 31, 1961, the average monthly allowance in the province ranged from \$52.78 to \$54.57. In all provinces the maximum allowance paid was \$55 a month.

**Blind Persons Allowances**—The number of blind persons in Canada receiving allowances under the Blind Persons Act decreased from 8,665 at December 31, 1960 to 8,642 at the end of this year's first quarter.

The federal Government's contributions under the federal-provincial scheme totalled \$1,039,309.34 for the quarter ended March 31, 1961, compared with \$1,042,901.60 in the preceding quarter. Since the inception of the Act, the federal Government has contributed \$31,555,828.14.

Federal expenditure for the fiscal year 1960-61 amounted to \$4,161,832.93, a decrease of \$36,334.43 over the expenditure of \$4,198,167.36 in 1959-60.

At March 31, 1961, the average monthly allowance in the provinces ranged from \$50.51 to \$54.40. In all provinces the maximum allowance paid was \$55 a month.

## U.S. Employment Service Urged To Increase Effectiveness

A national meeting of State Employment Security administrators and Employment Service directors to make plans for increasing the effectiveness of local State employment offices, through reorganization, more

job listings, improved facilities, closer relations with employers, and generally greater efforts to find jobs for qualified applicants, was recently urged on employment officials by the United States Secretary of Labor, Arthur Goldberg.

Mr. Goldberg said that he had asked the employment office of each state to submit a plan of action on the means of improving and strengthening the local offices of the federal-state employment service in the main urban centres.

Mr. Goldberg pointed out that extra funds had been provided by Congress to enable the employment service to be expanded and improved. Many offices in the larger centres had become overwhelmed by work in connection with unemployment insurance; but this situation must be changed, and employment service offices must become primarily placement offices to match workers and jobs, the Labor Secretary said.

Employment offices must not be satisfied with finding work for people who were already unemployed. They must go beyond that and must be prepared to anticipate the effects of automation and technological changes on employment, said Mr. Goldberg.

## HOUSE OF COMMONS DEBATES A Guide to Items of Labour Interest in Hansard

(page numbers refer to Hansard)

**April 10**—*Bill C-81, to amend Merchant Seamen Compensation Act* to permit an allowance for orphans of a merchant seaman who are entitled to compensation under the Act to be paid, at the discretion of the Board, when the orphans are cared for and maintained elsewhere than in the former household, introduced by a private member and read the first time (p. 3482).

*Resolution adopted by the United Nations* requesting all member states to consider taking such separate and collective actions as are open to them to bring about the abandonment of policies of *apartheid* in South Africa, supported by Canada, does not, in the Government's view, condone the use of force or punitive measures by member states, the Prime Minister says in reply to a question by the Leader of the Opposition (p. 3483).

*Representations asking that bilingual persons* be employed in reasonable proportions at the Canadian National Telegraph office in Windsor and in other comparable localities across Canada will be made to the CNR, the Minister of Transport promises the member for Timmins (p. 3484).

*Report of the Royal Commission on Transportation* together with a summary of it by the Secretary of the Commission is tabled by the Prime Minister. After the report has been studied, the question of whether legislation will be introduced will be decided, and the House will be informed, he says in reply to a question (p. 3505).

**April 11**—*Suggestion that the report of the Royal Commission on Transportation* be sent to a committee which could conduct public hearings on it is made by the Leader of the Opposition. The Prime Minister says he could recall no case in which a Royal Commission report has been so submitted (p. 3529).

*Instructions to discontinue sale of unemployment insurance stamps* except to employers registered with the Unemployment Insurance Commission, effective March 27, were issued by the Post Office Department at the request of the Commission, the Minister of Labour says in reply to a question about the issue of stamps for casual employees (p. 3532).

*Second reading of Bill C-28, to provide for a maximum wage of \$1.25 an hour for all employees under federal jurisdiction,*



moved by a private member (p. 3550). The hour for private and public bills expires before the question is put (p. 3557).

**April 12**—*No directive encouraging civil servants to resign before the normal retirement age of 65 years has been issued by any government department, the Secretary of State says (p. 3573).*

*The Government does not dismiss employees for political reasons, the Postmaster General says in reply to a question about the dismissal of post office employees in New Brunswick. One employee was dismissed for "political partisanship," however (p. 3575).*

**April 13**—*Bulk lake carrier transferred by Canada Steamship Lines to British West Indies registry to save taxes and operating costs, if registered in Bermuda will appear in the Commonwealth registry and, while operating in the Great Lakes, will be entitled to the rights and privileges of ships that carry that registry, the Minister of Transport informs a questioner (p. 3612).*

**April 17**—*Steps to develop a secondary mortgage market in Canada "and thus to increase the flow of private investment into housing and contribute to greater stability in the construction industry" are being taken by the Government, the Minister of Public Works announces (p. 3703).*

*"So-called 'efficiency experts'" are not employed by the Canadian National Railways, but the company does employ 175 "work method" employees, among whom are work study, methods, machine and material analysts, the Minister of Transport says in reply to a question (p. 3743).*

**April 18**—*The railways have not asked for any instructions from the Government in the light of the report of the Royal Commission on Transportation since it was tabled, nor has the Government made any proposals to the railway companies or their employees as to what it considers would be grounds for a fair settlement, the Minister of Labour says in reply to questions (p. 3745).*

**April 19**—*Estimated numbers of unemployed men in the week ended March 18, in the various age groups; the estimated numbers of both sexes unemployed in the major seasonal industries during the winter and summer months of 1960; the estimated number of single and of married women unemployed in the week ended March 18; and the estimated number of men and women over 65 unemployed in the same week are given by the Parliamentary Secretary to the Minister of Labour in reply to a question (p. 3790).*

*Number of persons whose unemployment insurance benefit entitlements were can-*

*celled because their contributions had been cancelled as not bona fide was 1,054 in January and 1,150 in February, the Parliamentary Secretary to the Minister of Labour says in reply to a question (p. 3791).*

*Other employment has been found for, or offered to all of the 21 employees of the Canadian Broadcasting Corporation who were displaced by curtailment of the international service of the Corporation, with the exception of two who retired and two who voluntarily resigned to seek employment elsewhere, the Parliamentary Secretary to the Minister of National Revenue says in reply to a question (p. 3791).*

*Persons employed by Crown corporations numbered 140,726 on March 31, 1960, and 134,455 on January 31, 1961, the Parliamentary Secretary to the Minister of Trade and Commerce tells a questioner (p. 3792).*

*A measure to authorize cost-sharing programs of vocational rehabilitation for disabled persons introduced by the Minister of Labour after debate resumes on the resolution (p. 3805), and Bill C-84 is introduced and read the first time. The measure also provides for co-ordination of federal activities and the undertaking of research concerning such rehabilitation, as well as for the establishment of a national advisory council on rehabilitation.*

**April 20**—*The winter works program for the construction of picnic areas and camp grounds in the provinces has been extended to May 31, the Minister of Northern Affairs and National Resources announces (p. 3827).*

**April 24**—*Motion of non-confidence in the Government's trade policies, charging inconsistency and failure to develop a long-term foreign economic policy that would bring benefit to Canada by implementing a program to promote expansion of secondary manufacturing industries, is moved by the member for Laurier (p. 3942) when the House goes into committee of supply (p. 3933).*

**April 25**—*Consideration of non-confidence motion resumes (p. 3966). The motion is defeated (p. 3992).*

*Hourly rates of pay for prevailing rate employees of the Department of National Defence in the Toronto area in certain trades, together with the dates on which the rates became effective, are given by the Associate Minister of National Defence, in reply to a question, as follows: plumbers \$3.14, June 1, 1959; painters \$2.41, May 1, 1959; motor mechanics \$2.02, September 1, 1958; and labourers \$1.75, March 1, 1961 (p. 4005).*

# Vocational Education in the 1960s

Canada can no longer afford the luxuries of indifferent preparation and use of its manpower, and will have to replace reliance on workers' picking up skills on the job with formal training programs, says Director of Vocational Training

Canada can no longer afford the luxuries of indifferent preparation and use of its manpower; formally organized programs of training will have to replace reliance on workers' picking up their skills and knowledge by informal means on the job, C. R. Ford, Director of the Vocational Training Branch of the Department of Labour, told the Ontario Educational Association last month.

A recent survey on the training of skilled manpower (L.G., July 1960, p. 662) found that 35 per cent of tradesmen in a sample of five skilled occupations were trained outside of Canada, Mr. Ford said. Although the Canadian industry appreciates the newcomers' contribution of skills and talents, it cannot continue to fill its skilled positions in this way and at the same time compete with nations where the development of manpower is given a high priority.

In those countries, technical and vocational training is a continuing process from school through employment, Mr. Ford noted. Impressive expansions and revisions of training programs have taken place in Britain, Germany, France and Switzerland, as well as in Russia. To maintain its position, Canada must develop a new perspective in the field of education and training for employment. In Europe, activity, confidence and prosperity have replaced fear and suspicion, and Europeans wonder why Canada seems to be "losing its way."

Mr. Ford, quoting Dr. E. D. MacPhee, Dean of Administration and Finance at the University of British Columbia, enumerated three reasons why a new look at training is necessary: (1) The population in the 15-19 age group rose by a quarter of a million in the last decade, and this was but the beginning of the results of the war and postwar high birth rate. (2) In the next five years, half a million additional young people will need education and training, and the growth of their numbers during the last half of the sixties will be even greater. (3) The demand for skilled and technical workers is increasing more rapidly than employment generally, and the fastest growing occupations, pushed to the fore by rapid technological changes, are those that require a high level of training and sound fundamental education as a basis for an understanding of the field of knowledge basic to these jobs.

At the same time, Canada cannot expect nearly so much in the future from immigration of technical and skilled workers, because industrial technology has also increased in their countries of origin and they are needed at home.

But the most important reason for a new look at training, Mr. Ford said, is that Canadian youth must be given the opportunity to prepare for the present and future positions in Canadian industry.

Training is needed for two groups: those who have left schools and are employed need training to be upgraded to meet the changing requirements, including here also the unemployed who need either training or retraining; and those who are now in schools and need more training so that they will not become unemployed in the future.

Mr. Ford believes that this problem reaches across provincial boundaries and therefore calls for co-ordinated planning and effort.

In addition to a policy, there must be an agency to administer that policy, Mr. Ford continued.

"The responsibility for the direction, administration and co-ordination of the programs for training manpower is much more important than some Departments of Education realize.

"Vocational and technical education is not the running of a school or even a series of schools. It is not what is done in the technical or vocational high schools. It is not what is done in institutes of technology or provincial technical institutes or trade schools. It is not the sporadic, inadequate, limited programs for training a few, or even many, unemployed. It is not the apprenticeship program. It is not the upgrading training of employed workers in provincial trade training programs—where they exist; it is not the training of any particular group or at any level; but it is the composite of all of these co-ordinated to meet the needs of all persons in their transition from school to employment, and on to the development of full occupational competence.

"A comprehensive and modern technical and vocational training program has as its objective the development of the full potential of our labour force, and should provide the student with a continuous educational road leading on to his career. Vocational education is an activity which involves the

## Working World That Awaits High School Students

In his address to the Ontario Educational Association, C. R. Ford, Director of the Vocational Training Branch, used charts and tables to illustrate the "working world into which the high school students will go."

In the labour market as a whole, about one quarter of all jobs are in the professional or skilled category. A further 30 per cent of the jobs are white collar ones, among which are many requiring high levels of skill.

The faster growing occupations are the ones requiring a high level of training. In skilled categories, the fastest growing occupations are those at or near the technician level; production planners, tool designers, draftsmen, laboratory technicians, engineering assistants.

Employment in skilled occupations increased 38 per cent between 1949-50 and 1958-59; in semi-skilled and unskilled occupation, 19 per cent. But if service occupations are separated from the latter group, the increase drops to 17 per cent.

The broad shifts in the labour force between 1901 and 1960 indicate the following significant trends:

1. The rapid rise in white collar occupations—managerial, professional, technical, clerical, etc.—which have increased at an average annual rate more than three times that of the total labour force.

2. A sharp drop in agricultural employment.

3. A decline in the proportion of manual workers, particularly unskilled and semi-skilled persons.

These trends indicate that many categories of employment now require education and training rather than manual skills, and the levels of skills and basic educational requirements are rising for workers within all groups. Even within the semi-skilled category, the emphasis is generally shifting from physical effort to conceptual and

visual skills. "Workers need enough basic education to permit them to read, write, count, record data, read meters, make routine calculations and generally react to visual stimuli."

The same applies to skilled craftsmen. For example, many electricians now need a general understanding of electronics, many auto mechanics of pneumatics and hydraulics.

In office work, new occupations are growing up as old skills become outmoded. Electronic data processing (see following article) is being introduced at an even greater speed than automation in the plant. "Many of the new office jobs really constitute a group of occupations for technicians... They require different skills from those of many old routine clerical jobs."

White collar and other highly skilled manpower as a percentage of the total employed has increased for two reasons: the substantial shift in employment from goods-producing industries to service industries, where the proportion of white collar workers has always been high; and technological, organizational and administrative innovations in production and distribution.

The substitution of high-level human resources for unskilled and semi-skilled manual labour and routine clerical labour is almost certain to increase because of:

1. The continuing shift from an agricultural economy to one that is predominantly industrial.

2. The continuing rapid acceleration in the rate of change in technology, organizational structure, and administrative techniques.

3. The expansion of Canada's scientific research and development activities.

4. The growing consumption of educational, health, and other services, which are largely provided by professional and technically trained personnel.

giving of instruction in techniques, skills, and the related application of math, and scientific principles in any occupation... It is not intended to be a substitute for general education, it is not in competition with academic education, neither is it a repository for the recalcitrant or the non-achiever."

Mr. Ford went on to say that Canadian high schools by and large prepare adequately those students who go on to university, but do a less satisfactory job of training students who are not going on to university. "The quality of vocational training programs at secondary schools has not kept pace with industrial development over the years."

Until some date within the last decade or two, he remarked, high schools contributed to the pool of skilled manpower more than all other schools put together. That this is no more so today means that either

the requirements of industry have moved technologically farther along, or the objective of preparing students for entry into employment in a given occupation has lost some of its purpose.

The high school technical and vocational courses have no standards, none that are "identifiable in terms of specific achievement in a particular field." Interprovincial standards are also missing from post-high school technical programs, both full-time and part-time.

The apprenticeship training program, said Mr. Ford, "is the only training program in Canada that has developed interprovincial standards." In five trades, he explained, apprentices write the same examinations, irrespective of where they reside or are trained (L.G. 1959, p. 1144).

Mr. Ford made it clear that the comprehensive training program that he had in mind included full-time day classes, on



## Technical and Vocational Training in Canada

Technical and vocational training in Canada is given at three levels: as part of the high school program, through the post-high school program, and through the trade or other occupational training program provided by provincial trade schools and technical institutes, vocational schools, etc., said C. R. Ford, Director of the Vocational Training Branch, during his address to the Ontario Educational Association.

At the high school level, the names of the schools giving vocational courses differ and the courses may differ but the purpose is generally the same: to prepare students for entry into employment while completing their general education.

"In Canada there are 236 vocational, technical or composite high schools offering training in five broad occupational fields to just over 100,000 students. Of this number, approximately 58,000 are in the field

of commerce. Technical, trade, and other similar occupations are in second place, and enrolments in agriculture, service occupations and commercial and applied arts are well down the list.

"Post-high school technical training was offered in 29 Institutes of Technology or technical institutes in 1960. In three of the provinces, only technological courses are given in each institute. In four other provinces, both technological and trade courses are given in the same institution. Instruction is given in the technical institutes in eight different broad fields, including engineering and science, medicine and health, business administration, service administration, design, printing, education and others. The enrolment in post-high school technical training has grown from 3,000 in 1952 to 9,443 in 1960-61."

either a long- or short-term basis, for persons who have left the regular school system; for workers from industry, by means of day release or block release; for unemployed persons, disabled persons, and for persons who pay a fee. The courses could be either pre-employment or upgrading, but they would prepare persons to meet the specific qualifications required in industry.

Courses in vocational training schools, he pointed out, require a student to spend a great deal of his time on theory, science, mathematics and general knowledge. No publicly operated trade school or technical institute in Canada trains in manipulative operations only.

Close and continuing liaison with industry is necessary for the success of the comprehensive training program, to make it sensitive to changing conditions. The failure of the technical and high schools in the past was that they have not maintained this contact.

Available information indicates that the schools of several countries in Western Europe are doing a better job than Canada in keeping pace with the demands of industry, Mr. Ford said. Schools in Canada could keep pace if we had a policy that recognizes that they must keep pace.

"We must re-establish contact with industry and learn its requirements today, and plan to meet them, rather than offer what we think it needs. It is no longer good enough to perpetuate a program that was developed more than a generation ago...

"The requirements of industry are many and diverse. The contention that the program of the high school, be it composite or technical, can meet the needs of industry is as unrealistic as it would be to sug-

gest that motor or air transport or any other single means would meet our transportation requirements," Mr. Ford said.

The schools cannot by themselves meet the requirements of modern industry because:

1. The majority of persons who require training today have left the elementary or secondary schools.

2. The function of the secondary schools is to provide the education and basic training for the great wave of youth who are coming up through the school system.

3. The programs of the technical high schools do not turn out skilled mechanics or workers and their programs are not integrated with other programs which do carry the students on to full competence.

4. The program of the secondary school is usually limited to a few traditional fields and the selection of students for technical courses is too often based upon non-achievement in academic work rather than interest, aptitude and ability.

5. The part-time or evening programs—with the exception of the advanced technical evening classes and a few other programs—provide a completely inadequate service of training or upgrading adults.

Therefore, additional facilities for those who do not complete Junior Matriculation and those already in the labour force must be developed, in two kinds of schools:

1. Schools that will train the workers in the labour force, whether operators, craftsmen or skilled workers, in any of a great variety of occupations; that are flexible as to terms and hours; and that will provide for any training need in any field, whether in factory, agriculture, home, forest, mine—or in fishing, manufacturing, construction or any service occupation.

2. Schools that provide post-high school technical training of technicians, already being developed in Ontario under the name "Institute of Technology."

The challenge today, Mr. Ford concluded, is to organize the opportunities for training and education so that Canadian young people—and those not so young—"may

have the opportunity to discover their aptitudes, express their interests, and develop their abilities to the level that they have the wit and the will to attain...

"In so doing we will be developing Canada's most important natural resource—her people—and building permanent foundations for economic growth and national prosperity."

## Status of Electronic Data Processing in Canada

The introduction of electronic data processing—there were 89 electronic digital computers in operation in Canada at January 1, 1960—has created 1,216 new full-time jobs, it was found in a survey by the Economics and Research Branch of the Department of Labour under the Skilled Manpower Training Research Program. It is not known how many jobs the computers may have eliminated.

Results of the survey have just been published in *The Current Status of Electronic Data Processing in Canada*, Report No. 9A in the series, "Research Program on the Training of Skilled Manpower."

The new full-time jobs include administrators and project planners, programmers, computer operators, computer technicians, and others such as tape librarians and peripheral equipment operators.

More than 75 per cent of the new jobs were found to be filled by men, and 53 per cent were senior planning occupations: administrators, project planners and programmers. Of the planning level jobs, 90 per cent were filled by men.

Another finding of the survey was that electronic data processing has introduced shift work into the office. Seventeen of the 89 computer installations were being operated on the basis of two or more regular shifts.

The survey was the first stage of research on electronic data processing, "the most recent but potentially most far-reaching of

all the changes that are taking place in office employment." Survey questionnaires seeking information on the number and types of computers in use, the types and sizes of organizations utilizing computers, the different kinds of work done by this equipment, and the number of persons employed in the new occupations created by the new systems and equipment were mailed to all known Canadian users of electronic data processing at January 1, 1960. The questionnaire received a 100-per-cent return.

The second stage of the research will seek information on the impact of electronic data processing on employment, training and retraining, job content, clerical job "mix," organizational structure and management, transfers, special groups (clerical supervisors, older clerical workers, etc.) and on new occupations.

A case study of the impact of the introduction of electronic data processing on one large Canadian office organization was begun earlier but a final report will not be possible until conversion to the new system is complete. An interim report dealing with the new occupations created is expected later this year.

Report No. 9A was prepared by Dr. John C. McDonald of the Training Research Section, Manpower Resources Division, Economics and Research Branch, under the direction of J. P. Francis, Chief of the Division, and the supervision of Philip Cohen, Section Head.

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A collective agreement that requires the employer to retrain for an equal or lower-rated job, according to his capabilities, any employee displaced by automation has been signed by R. H. Macy & Co., New York. The training is to be at the company's expense, but is not to exceed in length the number of weeks of severance pay to which the employee is entitled.

Severance pay provisions in the contract require the department store to give an employee who is permanently laid off: one week's pay for the first two years' service, two weeks' pay for the first five, and one week's pay for each succeeding year.

So far the longest training period has been one month, to prepare employees to work as keypunch operators on a Univac computer.

Both the Retail, Wholesale and Department Store Union and the company agree that although there has been a net loss of jobs, the main effect of automation so far has been a change of jobs, with new ones appearing while the old ones are eliminated.

# Earnings, Employment and Education, 1959, of Engineering and Scientific Manpower

Annual survey of one third of persons on Department's Register of Scientific and Technical Personnel finds that median earnings in 1959 of engineers with bachelor degree and 1 to 5 years experience were \$5,900; of scientists, \$5,250

Median earnings in 1959 for professional engineers with a bachelor's degree ranged from \$5,900 for those with from one to five years experience since graduation to \$11,900 for those with 31 to 35 years experience since graduation.

For scientists with bachelor's degrees, comparable figures were \$5,250 and \$8,350.

These were among the major findings of the annual survey of one third of the persons on the Department's Register of Scientific and Technical Personnel. Results of the survey have just been published by the Economics and Research Branch of the Department as No. 9 of the Professional Manpower Bulletin Series under the title, *Engineering and Scientific Manpower Resources in Canada: Their Earnings, Employment and Education, 1959.\**

Information was obtained from 14,367 persons on the Register. Information received up to March 1960 was used in the survey, which covered engineering specialties, forestry, general science, geography, geology, mathematics, mathematics and physics, and physics and other sciences.

Classified according to employment specialization, engineers comprised 57 per cent of the total; science including agriculture, forestry and geography 36 per cent; architecture 4 per cent; and veterinary medicine 3 per cent.

Among other findings were:

—Earnings of engineers at the post-graduate level with 26-30 years of experience rose 24 per cent between 1957 and 1959.

—For scientists, the private industry versus government earnings differential increased from \$550 per year for those who graduated over the last ten years to \$2,400 per year for those who graduated 31 to 40 years ago.

—Engineers and scientists doing executive and administrative work earned most, with median earnings of \$10,700 and \$9,150 respectively at all experience levels taken together.

—Graduates in mining engineering and architecture had highest and second highest earnings respectively, \$9,350 and \$8,850.

—For scientists, earnings were highest in Ontario at \$7,550 and lowest in the Atlantic region, \$6,200.

—As a group, males in science earned \$7,150 and females \$4,700.

—In engineering, the earnings of the self-employed as a group were \$2,750 higher per year than the earnings of those who worked for an employer.

—Eighty per cent of the engineers and 47 per cent of the scientists were employed in private industry; 17 per cent of the engineers and 33 per cent of the scientists were employed by governments; 9 per cent of the engineers and 20 per cent of those in science worked for the Dominion Government; universities employed 2 per cent of the engineers and 9 per cent of those in science; and 1 per cent of the engineers and 11 per cent of the scientists worked for high schools.

The survey was the fourth of the series that began in 1957. The results of the second survey were published as Professional Manpower Bulletin No. 7 (L.G., 1959, p. 908), which covered the 1957 period. The data obtained in the third survey made in 1958 were not published in the Professional Manpower series.

Owing to changes in the arrangement of the data, the bulletin warns that "comparison with data in Bulletin No. 7 should be made with care." But in order to facilitate comparison, as far as possible the date in this report is arranged in the same general order as in the earlier report. Of the four chapters into which the report is divided, the first deals with earnings, the second with employment, the third with the relation between employment and education, and the fourth with education.

## Earnings

Among engineers, the median earnings of the group with 31 to 35 years experience were \$11,900, twice as much as the \$5,950 median earned by those with one to five years' experience. Among scientists, the group with 26 to 30 years' experience had the highest earnings, \$9,000, but this was only 58 per cent above the earnings of those with one to five years' experience—\$5,350.

\*Available from the Queen's Printer, Ottawa. 25 cents.



In comparison with 1957, the most striking increases in earnings occurred among engineers with master's or doctor's degrees and with long experience. The earnings of those with such degrees and with 21 to 30 years experience rose about 24 per cent, and for those with similar educational qualifications and with 31 to 35 years' experience the increase was 32.3 per cent.

"The sharp increase between 1957 and 1959 in the earnings of engineers holding advanced degrees who graduated more than 20 years ago appears to be a labour market phenomenon," the report says. The suggestion is made that "The more rapid rise in earnings of postgraduate degree engineers compared with engineers with bachelor's degrees may be partly explained by the larger proportion of engineers with master's or doctor's degrees employed by universities... The large increases in university salaries in recent years would have more effect on the earnings of those with master's and doctor's degrees since they are more heavily concentrated in universities."

Among scientists, those with 26 to 30 years experience received the largest increases in earnings: 16.7 per cent for those with bachelor's degrees and 15.8 per cent for those with postgraduate degrees.

The highest paid engineers in 1959 were those with 31 to 35 years experience holding master's or doctor's degrees, whose median earnings were \$12,300. The highest paid scientists were those with 26 to 30 years experience holding postgraduate degrees, whose median earnings were \$9,900.

#### **According to Kind of Employer**

The report shows that "engineers in the private sector of the economy, professional service and private industry earned more on the average in 1959 than those in other sectors. Those employed by universities were in general next highest, and those employed by governments and high schools lowest.

"Scientists in the professional service sector earned most in 1959 and those in universities were next in line, followed by private industry, high schools, and government, in that order. The most noticeable change from the 1957 pattern shown in Bulletin No. 7 was the increase in the earnings of those employed in universities relative to all other groups."

#### **According to Type of Job**

According to the report, both engineers and scientists engaged in executive or administrative work earned most in 1959, the median being \$10,700 and \$9,150 for engineers and scientists respectively.

"Engineers in both 1957 and 1959 had a broader and higher earnings range than scientists. In the executive and administrative function the 1959 spread from lowest to highest experienced groups was \$7,150 in engineering and \$5,150 in science. Scientists in teaching showed a marked change in 1959 from 1957, rising from among the lowest paying functions to third highest. This undoubtedly reflects the substantial university salary increases in the recent past," the report says.

In 1959 the average earnings of engineers were \$8,250 compared with an average of \$7,600 for scientists. Forest engineers had the lowest average earnings at \$7,200, and mining engineers the highest, \$9,350. Among scientists, the highest paid were geologists at \$8,450. General scientists, who got \$6,450, were the lowest paid. Architects came second to mining engineers in median earnings, with \$8,850.

#### **Distribution by Employer**

The results of the 1959 survey showed that some 80 per cent of the engineers were employed in private industry—including professional service—but that only 47 per cent of the scientists were similarly employed. The manufacturing industries employed 37 per cent of the engineers, but only 22 per cent of the scientists.

The proportion of engineers in construction, transportation, storage and communication, and public utilities was 18 per cent. The proportion of scientists so employed was only 4 per cent. This was also true of professional service.

On the other hand, 33 per cent of the scientists but only 17 per cent of the engineers were employed in government service. In the federal Government service were 20 per cent of the scientists and 9 per cent of the engineers. Local governments employed 3 per cent of the engineers, but only 1 per cent of the scientists.

Universities had the smallest proportion of young scientists—33 per cent—and the mining and the petroleum and coal products manufacturing industries had the largest proportion—61 and 60 per cent respectively.

#### **Women in the Professions**

Owing to the small number of women in engineering, comparison of their earnings in these occupations with those of men is omitted in the report. "The 1959 earnings of scientists at all experience and education levels were \$7,150 for males and \$4,700 for females . . . Persistent narrowing of the differentials occurred in two directions: as

education increased and as experience increased beyond the 20-year level. The over-all male-female differential at the bachelor level was \$2,350, but only \$1,550 at the doctoral level. The differential was \$2,100 for those who graduated within the last 10 years, but only \$100 for those who graduated 31-40 years ago," the report says. The fact that women employed in science are generally somewhat younger than men,

and have had less experience, causes the differential to be greater than it otherwise would be.

Although the percentage of women employed in engineering was negligible, they made up 6 per cent of the scientists. The largest proportion was engaged in biology and mathematics, where they comprised 22 per cent and 9 per cent of the total respectively.

## QFL Brief to Provincial Government

First submission since change of government asks that recourse to conciliation and arbitration be made optional, calls for collective bargaining rights for provincial civil servants, speed-up in proceedings of Labour Relations Board

The Quebec Federation of Labour, in its first brief to the Government headed by Hon. Jean Lesage, presented in late March, asked that conciliation and arbitration be made optional, called for the right of collective bargaining for provincial civil servants, a speeding up of the proceedings of the Quebec Labour Relations Board, and better protection of the right of association.

The 10,000-word brief was read by the President of the Federation, Roger Provost, who declared that he was speaking in the name of 235,000 organized workers in Quebec. The delegation was received by Premier Lesage, accompanied by the Minister of Labour, Hon. René Hamel.

The Premier commented favourably on certain requests made by the QFL, and the Minister of Labour revealed, among other things, that the Government was thinking of making recourse to conciliation and arbitration procedures optional.

### The Brief

The Federation asked first that the Government enact certain reforms in labour legislation.

It suggested that the Government rid the province of "company unions" and recommend that the Civil Procedure Code be amended so as to partially restrict recourse to injunctions in the field of labour relations.

In addition, in order to prevent what the QFL considers to be another form of violation of the right of association, it suggested that a union's certification and the collective agreement be maintained when a company changes its name.

The brief also asked the Government to pass a law concerning fair wages in provincial government contracts, and raise minimum wages to \$1.00 per hour.

The QFL reiterated its request that provincial civil servants, as well as employees of municipal and school corporations, be granted the right of association, collective bargaining, and the right to strike. The Federation maintained that the Government should not have the power to deprive one category of workers of the right to strike, but rather that it rests with the workers themselves to waive this right if they are offered sufficient guarantees.

The brief also drew the Government's attention to the fact that the imposing of compulsory arbitration with respect to the public services has totally divested "municipal and school authorities of any sense of responsibility," thereby upsetting the mechanism of democracy.

The brief insisted on the necessity of "revitalizing our system of collective bargaining" by making recourse to conciliation and arbitration optional.

"If we wish conciliation and arbitration to again become efficient methods of settling disputes, it will have to be agreed that these methods will be resorted to only if the parties give their unanimous consent. The proceedings will have to be entrusted to competent, honest and impartial persons who command the respect of both employees and employer.

"In our opinion, true legislation should play a part only in legal disputes, that is to say, when it is a question of interpreting the collective agreement, or when all steps have been taken to obtain settlement of a grievance.

### Industrial Accidents

The Federation suggested several improvements that should be made in the province's Workmen's Compensation Act if it is to reflect the spirit that was responsible for its creation in 1931.

Among other things, it was suggested:

—That an industrial accident prevention board be established on an equal basis, grouping together all the inspection services;

—That the application of the Act be extended to all workers;

—That unions be represented on this board;

—That a public investigation be made and subsequently a complete revision of the Act and method of administering it.

The Federation requested a revision of the Industrial and Commercial Establishments Act also.

### Non-discrimination in Employment

The brief asked for fair employment practices legislation similar to that already existing at the federal level and in six provinces of Canada, for an Act concerning equal wages for equal work, and legislation forbidding all discrimination on the grounds of race, ethnic origin, languages, colour or religion, in public places and housing projects that benefit from any provincial assistance.

Among other measures requested by the Federation were: a complete health insurance plan, free education at all levels, and a policy of development of the province's natural resources "for the common good."

### The Reply

#### Premier Lesage

Premier Lesage promised that his Government was going to take an active part in encouraging industry to develop to the full Quebec's natural resources. He said he saw in this plan a remedy for unemployment, and specified that the recently formed Economic Orientation Council had been ordered to attack this problem immediately.

The Premier looked favourably upon several of the QFL's suggestions, notably the ones concerning pensions. He stated that the question of a "general retirement fund" was being studied at the moment. This would mean that a wage-earner would not lose the right to his pension when he left his job.

The Premier explained, "the situation of workers who are over 40 years of age has become impossible in that they are tied to their jobs. If they leave they will lose the right to receive their retirement pension."

Mr. Lesage also declared that the Provincial Police will, in the future, have to limit itself to maintaining order in an impartial manner at the time of strikes, and refrain from taking sides with any of the groups involved.

He also assured the labour delegation that the Workmen's Compensation Act would be completely remodelled, and revealed that in the meantime certain amendments would be made in order to adapt the Act to present needs. The Government also intended to take into account the QFL's suggestions with respect to legislation on commercial and industrial establishments, with a view to safeguarding the security and health of their personnel, the Premier said.

### The Minister of Labour

Hon. René Hamel, Minister of Labour, implied that the provincial Government was thinking of amending labour legislation in order to eliminate the compulsory feature of arbitration in labour disputes.

Mr. Hamel suggested that in order to eliminate certain delays in collective bargaining, it is possible that parties will be allowed to go on strike after conciliation rather than be forced to submit to arbitration.

The Minister also declared that the Government was considering amending the labour legislation of the province so that a certificate of union recognition would not automatically become null and void when an establishment changes hands. Mr. Hamel explained that this would be a means of preventing certain employers from eluding their responsibilities.

He also made it known that he was going to bring before the present session a bill to transfer from the Department of Municipal Affairs to the Department of Labour jurisdiction over relations between municipal corporations and their employees.

Finally, the Minister of Labour stated that the Government was considering appointing a third judge to the Labour Relations Board in order to speed up proceedings. Extension of the Board Secretary's powers to enable him to deal directly with certain questions not of a legal nature was also being considered, Mr. Hamel said.

### Political Action

The question of the formation of a new political party was raised by both sides in the course of the meeting of the QFL and the Government of Quebec.

The QFL, in the preamble to its brief, justified its participation in the formation of "a new political party of the people" by stating that it has a right, "in a democratic society," to take such action.

"We do not feel that the simple fact of exercising our rights can compromise in any way the normal relations which we wish to maintain with your Government, or



bring the least reprisals upon us. First of all, we wish to make it clear that the QFL, which acts as a central labour organization, has no intention of giving its allegiance to the new party. However, it will ask its affiliated unions and their members to fulfil their civic duties by joining the party and participating in its activities. The QFL itself plans to remain free to praise or criticize any government at all, and to preserve this independence even when dealing with a government elected through the support of its affiliated unions and their members."

As for the Premier, he stressed the fact that he was receiving this labour delegation "not as people likely to join a third party" but as representatives of thousands of workers in Quebec.

Mr. Lesage added, however, that the formation of a new party "could lead to difficulties for your group."

The Minister of Labour was more precise when he said that the Rand system might turn out to be the source of certain difficulties. He added, however, that the problem was still in the process of being studied.

## OFL Brief to Provincial Government

"Unemployment continues to be a matter of gravest concern," Federation's annual submission states; delegation later presents separate brief on unemployment

Unemployment continues to be a matter of the gravest concern to the people of Ontario, the Ontario Federation of Labour (CLC) declared in its annual submission presented to the provincial Cabinet on March 15. The submission was devoted chiefly to proposals for provincial legislation, based on resolutions adopted at the Federation's annual convention (L.G., Dec. 1960, p. 1274).

The Federation called to the Cabinet's attention the briefs submitted earlier on industrial safety, portable pensions, and organization of government, which illustrate in more detail its views on some specific problems covered by the present submission.

The same day, the Federation submitted also a separate brief on unemployment in Ontario.

### Economic Conditions

General slack in employment caused by a downturn in the business cycle is presently intensified by technological changes which force many thousands of industrial workers into chronic unemployment. This situation is made worse by increasing numbers of those who, while holding a job, are impaired in making long-range plans for themselves and their families by short-time schedules, periodic shutdowns, and uncertainty about future employment, the OFL said.

Experience of the past few years has shown that industrial production may expand without any substantial increase in employment. It is up to governments to undertake the measures necessary to counteract the tendency toward steadily rising unemployment in an increasingly unstable economy, the brief stated.

It was important to anticipate dislocations arising from changes in technology, population growth, and trade, to identify weaknesses in the economy, and to admit that unemployment was "a serious problem." The Federation urged the Government to use every possible means to achieve and maintain full employment in the province. The Federation presented the detailed comments on measures the Government might adopt to promote full employment in a separate submission (see below).

### Labour Relations

A critical view was taken of the last session's amendments to the Ontario Labour Relations Act (L.G., Nov. 1960, p. 1153), in particular of those sections "purporting to protect employees from being discharged under union shop agreements for activity against their union and prohibiting actions that might cause unlawful strikes." These provisions were seen by the Federation as restrictions on union activities, and interference with the operation of collective agreements.

The Federation complained that, in drafting the amendments, no attention was paid to its proposals for strengthening and modernizing the Act, citing as examples its requests for more equitable certification provisions, including one that would require anti-union petitioners to meet standards of good faith similar to those demanded from applicant unions; that a majority of those voting rather than a majority of those eligible to vote should be sufficient to certify a union; and that decertification proceedings be eliminated as unnecessary and subject to abuse.

Specific difficulties were mentioned by the Federation, concerning forest access roads, freedom of speech, injunctions, the Crown Agency Act, and arbitration costs.

On forest access roads, the OFL deplored attempts by employers to claim property rights over such roads as an excuse to restrict entry of union organizers to employees' living quarters in remote mining or forestry locations. This was described by the OFL as a violation of employees' civil rights, and the Federation called for an immediate remedy through an amendment to the Labour Relations Act to ensure that union representatives would not be denied the right to visit off-duty workers living on company premises.

The amendment that allows the employer to express his views on union matters as long as he does not use "coercion, intimidation, threats, promises, or undue influence" gives the employer a chance, before a "captive audience," to campaign for or against a particular union without fear of rebuttal on equal terms, the Federation believed. It recommended that this provision be removed from the Act.

The 1960 amendment to the Judicature Act, although it cautions the courts against misuse of *ex parte* injunctions in labour disputes, is much too general and has brought about little change from previous practice, the brief said, recommending reconsideration of the Act with a view to exempting labour disputes from the injunction process.

An amendment of the Crown Agency Act (1959) was sought by the Federation to stipulate that the Act would not affect labour-management relations in any Crown agency nor exempt anyone from application of the Labour Relations Act. The Government was urged to extend collective bargaining rights to all public employees.

The Federation believes that arbitration costs should be brought under some form of control by creating provisions in the Labour Relations Act for maximum fees and allowances for single arbitrators and chairmen of arbitration boards similar to the scale provided for conciliation board chairmen.

### Working Conditions

The Federation pointed out the need for government action in establishing better employment standards in all industries. Under the pressure of unemployment, sweatshop employers find it easier "to get away with low wages and long working hours," the brief charged, while excessive overtime

used as a means to increase production threatens job stability in better-paying industries.

Raising of substandard wages and reduction of the work week would help to improve consumer buying power and to stimulate business, the OFL asserted. "Without governmental action, however, there is likely to be continued growth of low-wage pockets as technological change forces large numbers of semi-skilled and unskilled workers into expanding service industries."

The Federation included in its brief those recommendations on working conditions legislation that received the most emphatic support at the convention in January. Among them were proposals that:

—Minimum wages be established for men and raised for women so that a general minimum rate of \$1.25 per hour would apply to both male and female employees in all industries, with at least time and one-half for all work in excess of 40 hours per week.

—Hours of work be limited to a legal maximum of 40 hours per week and a provision made for premium payment for all hours worked above that limit. Absolute limits on overtime work should also be established.

—Fair wage schedules be drawn up and enforced according to the Government Contracts Hours and Wages Act, and where the province shares the cost of a project with a municipality (as in the Winter Works Incentive Program), such fair wage schedule should be based on the current provisions of collective agreements covering municipal employment.

—A single safety authority be empowered both to enact and to enforce safety codes, and trade unions be included in accident prevention programs.

### Education

Many students are still unable to obtain education up to their capacity; economic difficulties are experienced by students even at the secondary school level; many areas lack facilities for technical and vocational training; and little is being done in adult education, especially for the unemployed, the Federation said in its brief.

Means must be found to provide additional services and to devise a more equitable distribution of the cost, the OFL added. To this end, it suggested that the province convene a conference of federal, provincial and municipal representatives to work out a more satisfactory formula for sharing education costs.

Special problems needing provincial action were retraining of unemployed workers, vocational schools, high school textbooks, and higher education.

On the training of unemployed workers the brief urged every effort to establish courses under Schedule "M" of the Vocational Training Co-ordination Act.

The current need for retraining adult workers indicates that a thorough re-examination of secondary school curricula is needed and a full program of co-ordination in occupational counselling and vocational training within and outside the school system is desirable, the OFL declared.

Free distribution of textbooks to secondary students, similar to the provision for free distribution of textbooks to elementary school pupils, should be considered, the brief said.

The OFL's objective in the higher education field is the extension, without charge, of opportunities for advanced education to all students with the necessary ability. Students qualifying for admission to university should be entitled to living allowances, the brief said.

### Health Services

Problems of health insurance, hospital plan premiums, hospital employees, and prescription drugs were mentioned in the submission.

Two years of experience with the Ontario Hospital Services Plan have shown the necessity of including out-patient diagnostic services, and for the establishment of a comprehensive medical and dental care program for all Ontario residents, the OFL said.

Waiving of hospital plan premiums without loss of coverage was suggested for pensioners and unemployed persons. The submission also recommended an amendment to include as dependents all those fully supported by the subscriber, regardless of age or relationship to the family head.

The Ontario Hospital Services Commission should recognize for payment any part of a hospital's contribution toward the cost of hospitalization and medical insurance for hospital employees, the OFL believed.

## Special Submission on Unemployment in Ontario

Unemployment is not merely a seasonal or sectional problem but something that has been rising steadily over the years, the Ontario Federation of Labour said in a brief submitted separately from its annual memorandum to the provincial Cabinet. In addition, cyclical peaks of unemployment keep recurring.

The province's economy "has failed to halt either the growth of hard-core unem-

The Government was urged to establish a bureau to regulate all aspects of the production and distribution of pharmaceuticals. Even when the cost of prescription drugs will eventually be included in a comprehensive health plan, the public will still need the protection against abuses in drug manufacture and distribution, the brief stated.

### Workmen's Compensation

The large number of suggestions made at the latest OFL convention indicates that a review of the Workmen's Compensation Act is needed. Certain inequities should be corrected and the level of benefits and services available to injured workmen improved, the brief said.

The scale of dependents' benefits should be raised to keep up with present-day living costs; all industries should be brought within the scope of the Accident Fund, thereby eliminating Schedule II—"the 'pay-as-you-go' system for municipalities, utilities, and similar employers;" coverage of the Act should not be denied to workers while engaged in work for their local union; in appeals, both the claimant and witnesses should be reimbursed for their expenses and time lost from work; and compensation should be made payable from and including the day following an accident when the resulting disability lasts more than one day.

Finally, the brief proposed that the amount of weekly compensation should be related to the current earnings in cases of recurring disability, regardless of when the original disability occurred.

### Anti-Discrimination Legislation

Discrimination against competent workers on grounds of age was deplored by the Federation. Legislation to prohibit it, with enforcement procedures and educational techniques similar to those in the Fair Employment Practices Act, was recommended.

The Federation also suggested that a Citizen's Advisory Committee be established "to involve leading community representatives directly in the work of" the Human Rights Commission.

ployment or the periodic mushrooming of cyclical unemployment," the Federation asserted. It is not providing enough jobs for a growing work force.

The Director of the Trade and Industry Branch of the Ontario Department of Planning and Development last fall estimated that some 60,000 new jobs must be found in the province each year for the next ten years. This rate of expansion is some



27 per cent greater than the average of 47,400 new jobs a year achieved over the previous seven years, the OFL pointed out.

Unemployment in Ontario in January was 8.5 per cent of the labour force, a 41-per-cent increase over the figure for January 1960. This suggested that, by the end of winter, one out of ten workers in Ontario was likely to be out of work, the brief said.

The impact of unemployment is unevenly distributed over the labour force: in Ontario, more than twice as many men as women are out of work, younger workers are affected more than mature workers. Country-wide, primary industries accounted in 1960 for about 14 per cent of the unemployed, manufacturing and construction for about 40 per cent, and service industries for 31 per cent.

### **The Role of Governments**

The Federation believed that the Government should concentrate on a policy of relieving economic hardships with all possible speed, turn all the available instruments of government control toward an expansion of the provincial economy, and ensure that the renewed expansion was of a type that would meet the needs of the community for jobs and rising standards of living without regional or local pockets of economic stagnation. A long-term economic policy should be created to preserve a healthy rate of growth and to prevent further crises. The OFL then suggested a number of specific measures to meet these objectives.

Public works projects have undoubtedly helped to relieve unemployment in some localities and for relatively short periods, the Federation said, but have "only scratched the surface."

Some instruments of a social capital program are available but have been neglected, the OFL charged. For example, urban redevelopment is a field where the pattern of federal-provincial-municipal co-operation "is already mapped out in the National Housing Act." The province should make an effort to overcome the existing obstacles at the local level and to facilitate approval at the federal level, the brief suggested.

Where provincial grants help finance local projects, advance grants or extra grants or extra grants conditional on the adoption of a stepped-up construction timetable would accelerate projects now under way or about to begin, the OFL proposed.

The Federation urged the Ontario Government to (a) utilize to the fullest possible extent the opportunities for necessary public works already provided for in legislation and inter-governmental agreements; and (b) extend its own program of spending both directly and indirectly by providing financial incentives for municipal projects.

Special mention was made of the Municipal Winter Works Incentive Program, under which the province adds its 25 per cent to the federal contribution of 50 per cent of labour costs. The brief suggested that the Ontario Government consider increasing its contribution under this program.

The General Welfare Assistance Act of 1958 makes assistance available for those unemployed who have exhausted their unemployment insurance benefits but in many cases does not provide even the bare minimum subsistence requirements, the OFL said.

Private welfare agencies have been supplementing welfare payments substantially and over long periods but have barely enough money to provide agency services. The agencies should not have to shoulder a burden that is rightly a public responsibility, the Federation said; it thought that a thorough and impartial review of the entire welfare assistance program was indicated.

Part of the problem of inadequate welfare payments arises from the lack of uniformity among different communities in setting the amounts of welfare assistance. The lack of uniformity results from the freedom given to municipal welfare officers to decide what payments to make over the maximum amounts in which the province shares. Regulations limit the amounts shareable by the province, and the maximums have not kept pace with increasing living costs, the brief said.

### **Policies for Economic Expansion**

Federal authorities, including the Bank of Canada, are generally looked to for the provision of broad monetary and fiscal policies to pull the economy out of a recession. Provincial and municipal governments can contribute their own fiscal measures, mainly public works and welfare payments, the OFL remarked. With the aid of federal grants, cost-sharing payments or loans now available, the provincial government and most municipalities are able to finance emergency measures. But provincial and local initiative is necessary if maximum benefits are to be realized.

The Federation proposed that provincial policies be drawn up not only in response to but in anticipation of federal assistance programs. "The provincial Government must at all times be prepared not only to incur its own budget deficits but to indicate how and in what amounts federal funds can be put to work within the province," the OFL said.

On the other hand, provincial taxation policies should complement those of the federal Government. If, for instance, federal personal income taxes are lowered with the purpose of boosting the buying power of consumers, the province must not undermine this effort by bringing in its own tax at a level that would absorb the amount dropped by the federal Government.

The introduction of a general sales tax was described by the OFL as an unfair burden on the lower-income consumer that would ultimately reduce the volume of purchasing and employment.

Public policy should be directed not only toward encouraging more rapid private investment, but toward a vigorous growth of the public sector of the economy. A well-conceived program of public investment would not only supply construction jobs that could be used to absorb any slack in employment, but also increases the number of permanent jobs upon completion by creating work for hospital, school, and library staffs, transit and maintenance workers, and supply and service business. Low-rental housing, improvement in municipal services and regional water supply systems offer further opportunities for the province to anticipate future growth by making large-scale public investments.

Tax revenues from a fully employed industrial community would support subsidized services, and low-rental housing and public transit facilities would pay for themselves in part or fully through rents, operating revenues, or savings in services that would otherwise be required, the OFL contended.

The Federation suggested that consideration be given to the establishment of a municipal development bank, which could raise funds on the credit of the province and make loans to municipalities for local projects. In this way the provincial Government would acquire a ready access to incentives like reduced interest rates whenever heightened municipal activity becomes desirable. A new basis for federal co-operation in the form of interest subsidies or outright grants would also be provided, the OFL asserted.

The Government should direct new industries to those depressed areas where pockets of unemployment exist now or may appear later; this should become a matter of policy, consideration being given to the long-run employment needs of particular areas.

The province should assume full responsibility for the rate and methods of exploitation of its forest and mineral resources. The Federation urged that more processing of natural resources be done in Ontario, and methods to this end should be adopted either independently or in co-operation with the federal Government.

Improvement and expansion of tourist facilities are desirable, especially in smaller centres and remote areas, as a means of stimulating employment, the brief said. In addition to spending on roads and parks, the province should also assist in private tourist accommodation developments.

An urgent need exists for a massive program of retraining and upgrading workers who, especially on the unskilled and semi-skilled levels, are being pushed into unemployment by the rapid progress in technology, the Federation declared. The submission expressed regret that Ontario did not make a better use of the existing federal-provincial program for vocational training of unemployed workers (Schedule "M" of the Federal Vocational Training Co-ordination Act). In Ontario, only 43 persons were enrolled in these courses in the eight months after April 1960, when the federal contribution was increased from 50 to 75 per cent, the OFL complained.

In the opinion of the Federation, the provincial Department of Education should take the initiative to intensify this program; municipal advisory committees are no substitute for such initiative. Students should be encouraged to complete their courses by having their living allowances increased to the level of a living wage.

### **Maintaining Full Employment**

The Federation expressed the belief that the program of Government action it had outlined could bring the economy to a level approaching full employment. Seasonal changes would, of course, require continuous attention, but could be offset by regulating the timing and volume of individual measures within the general program.

The same principles used for stimulating the economy could be followed to keep it operating at capacity. A vastly improved federal economic program is of course required, but provincial authorities must not be satisfied with a passive role in areas

of provincial economic responsibility. They must strive to realize Ontario's full potential for economic planning.

It is not simply a matter of doubling or tripling the provincial deficit, although in the Federation's opinion Ontario's debt is far from the saturation point. What is required is formulation of policies that would promote full employment and proper distribution of the cost among the various levels of government.

Employment belongs among the subjects that cross provincial-federal jurisdictional lines and are therefore subject to conflicting constitutional claims. This should not be allowed to stand in the way of action toward full employment. Effective co-operation between different levels of government is not impossible in our federal system, the OFL believed.

"What we ask is that the provincial Government formulate such policies as it may find necessary to promote full employment, and then seek a proper distribution of the cost among the various levels of government."

## AFL-CIO Suggestions for Economic Recovery

A number of measures that the AFL-CIO believes to be "essential to balanced and vigorous economic growth" were recommended in a presentation by Walter Reuther, Chairman of the AFL-CIO Economic Policy Committee, to the Joint Committee of the 87th Congress of the United States. The aim of these measures, he said, was to bring about and maintain an average rate of growth in the American economy of 5 per cent a year.

The AFL-CIO recommended 21 specific steps that included the following:

—A comprehensive federal program of low-cost, low-rental public housing and middle-income private housing.

—A comprehensive program of urban renewal and slum clearance.

—A public works program to help cities and towns to provide additional sewage disposal arrangements, power facilities, cultural and recreational facilities, hospitals and nursing homes, roads, mass transportation and other "essential facilities."

—Immediate aid to depressed communities by placing defence and other government contracts in such areas.

—Immediate establishment of a comprehensive "national shelf of deferrable federal, state and local government public works programs," ready to be put into operation promptly if another recession begins.

—A program to conserve and develop the country's national resources.

—Establishment of a Youth Conservation Corps to work on needed conservation projects, on which unemployed young people should be offered work.

—"An effective and rational program to raise incomes of family farm operations."

—Government policies "calculated to right the existing imbalance (between productive capacity and consumer demand) and thereafter to encourage the movement of wages parallel with the growth of our ability to produce."

—Gradual reduction of standard working hours under the Fair Labor Standards Act, with no reduction in take-home pay, "as technological change accelerates and productivity rises."

—Enactment of federal fair employment practices legislation so that members of minority groups should be able "to contribute fully and to share fairly in social and economic progress."

—A continued national investigation and analysis of the price structure with a view to developing "remedies for abuses in the framework of a rapidly growing economy."

—Economic and technical aid "for the peoples that are emerging from colonialism."

—Encouragement by government of the development of basic scientific research and technological application.

—Establishment of a government clearing house to gather and evaluate information on a continuing basis on new technological developments and their impact on employment and the location of industry.

—Improvement of United States trade relations with other countries and efforts to bring about the lowering of recently raised barriers against U.S. exports, "while resisting the temptation to retaliate with higher barriers against imports."

—A monetary policy that will produce an "adequately expanding money supply at reasonable interest rates."



# OFL Study Conference on Unemployment

Causes of unemployment and its possible cures, welfare assistance, training programs and education, seasonal unemployment, and monetary policy were among the subjects discussed by 14 speakers at a Study Conference on Unemployment convened by the Ontario Federation of Labour in Toronto on February 10-11.

Some 160 delegates representing labour, industry, farmers, legislative bodies, government departments, church groups, and welfare agencies heard lectures grouped under five general headings.

## Immigrants and Unemployment

"How has unemployment affected your group" was the general topic first discussed. Charles Caccia, Director of the Research Group on New Canadians, said that unemployed New Canadians have the same problem in supporting their families as unemployed native-born workers. The special problem afflicting the group was that, under the pressure of an eager desire to work and "make good" and because of unfamiliarity with local working conditions and minimum wages, the new arrivals often accept jobs at substandard wages. Similar to the problem of the language barrier, this problem is one of education and familiarity and can be overcome.

Two types of instruction are needed for New Canadians: Language courses and accelerated vocational training, somewhat along the lines that worked so well with veterans after the Second World War. If even a part of the presently unemployed unskilled workers can be thus trained and their chance of future employment in trades improved, it would take the pressure off those who, through circumstances beyond their control, must remain in the unskilled class for their lifetime.

## Agriculture and Unemployment

Relationship between agriculture and the current level of unemployment was discussed by Cecil Belyea, Research Director of the Ontario Federation of Agriculture. He pointed out that the effect of industrial unemployment on farm prices and income has been, so far, balanced by the Government's stabilizing measures.

But perhaps the most serious part of unemployment's impact on the farm situation was that the pace of agricultural adjustment may be slowed as it becomes more difficult for farmers to leave the farm and take other employment, Mr. Belyea said.

## "Unemployment Emergency"

"Full-term employment requires long-term national economic planning," was the conclusion reached by H. J. Waisglass, Assistant Canadian Research Director of the United Steelworkers of America, who spoke on "Our Unemployment Emergency: Causes and Cures." His address opened the session on "what can be done to create new jobs."

Inadequate and inappropriate fiscal policies help make unemployment more chronic and more severe, he said. The decline in per capita real expenditures by the Government is the major cause of the decline in Canadian rate of growth and of subsequent recession in real per capita production. Measured in terms of the growing number of the unemployed, Canada's unused production capacities reach alarming proportions. Mr. Waisglass criticized the Government for not having given more serious attention to the problem, which he characterized as an "emergency".

Most of the present rate of unemployment is due to cyclical rather than seasonal causes, he stated, and this current recession had started before the country had fully recovered from the previous one.

Increases in real per capita expenditures should be financed by government borrowing rather than by higher taxation, since as the levels of employment and income rise, government revenues also rise without any change in tax rates. In addition, winter works and do-it-now programs and relocation and retraining schemes should be expanded, Mr. Waisglass recommended, to offset seasonal unemployment.

## Monetary Policy

A "positive" monetary policy was one of the main tools for creating new jobs, said Dr. Stefan Stykolt, Professor of Political Economy at the University of Toronto. Defining monetary policy as the government's policy which determines the size, availability, and cost of credit in the country, he said that positive monetary policy is useful as an economic stabilizer.

Monetary policy must be (1) part of the democratic process of responsible government and subject to parliamentary criticism, because only then can it be co-ordinated with other government policies; (2) general and not discriminatory, by affecting credit through its operation in markets for financial assets and in the money market, where it influences both demand and supply; and

(3) consistent and clearly understood by officials who implement it, by the financial community, and by the general public.

If there seem to be conflicting goals like, for instance, that of achieving a high level of employment and that of maintaining a stable level of prices, the Minister of Finance must decide which goal is more important at the time and direct the full weight of monetary policy toward it. The goals must not be shifted from week to week but only in response to an evident change in the country's economic conditions. The monetary policy cannot be extended to purposes for which it is not designed, and it must agree with the fiscal policy, the speaker said.

Dr. Stykolt identified the present monetary policy as not fulfilling these basic requirements, and suggested that the Government should resume unequivocal responsibility for its conduct, reinstate it as the proper method for dealing with economic instability, and declare that the goal of monetary policy would now be to fight unemployment.

### Deficit Finance

Advantages and shortcomings of deficit finance were analyzed by Dr. Robert M. MacIntosh, Supervisor of Investments, Bank of Nova Scotia. In the public's mind, deep-seated fears about budgetary deficits obscure the positive aspects of deficit financing that is intentionally followed to provide "automatic stabilizers," he said. Unemployment insurance payments, which increase as unemployment rises, were an example of an automatic stabilizer built into the federal revenue and expenditure pattern.

Deficit finance can be effective in increasing employment, but the problem is how to translate the deficit finance policy on the federal level into positive spending programs at the provincial and municipal levels.

Dr. MacIntosh thought that all political parties should be committed to a policy of surpluses under conditions of full employment with threatened inflation. This, he said, would help alleviate the psychological pressures that hamper application of deficit policies when needed.

### Seasonal Unemployment

Seasonal unemployment as distinct from economic unemployment was discussed by F. L. D. Coulson, Ontario Regional Employment Officer of the National Employment Service.

Seasonal factors reduce the manpower required during the winter months by about 500,000 to 600,000, he said. When students

who return to school and unpaid family workers who do not plan on working through winter are subtracted, the actual number of persons directly affected is approximately 300,000, that is, about 5 per cent of the labour force.

Buying habits, building and construction habits, and vacation and vacation and holiday habits combine as causes of winter unemployment. Operations which do not depend entirely on climatic conditions but have developed this pattern through habit should be segregated, and the public should be induced to accept a change in this habit.

Seasonal benefits under the Unemployment Insurance Act, Mr. Coulson pointed out, are only a stop-gap measure, because they do not create work but only assist those affected.

Mr. Coulson told the labour delegates they could help in many ways. Many of the seasonally unemployed are unskilled; the labour representatives could encourage workers to obtain more education. Lack of mobility of workers during the winter months and the practice of "moonlighting" contribute to the uneven distribution of available work; the mobility of workers should be encouraged.

### Welfare Problems

Welfare problems were examined at the Conference by three speakers.

The first, A. T. Bosaquet, Director, General Welfare Assistance Branch of the Ontario Department of Public Welfare, described the provincial aid to the elderly, the handicapped, and to children, and the medical services and hospitalization available to recipients of provincial assistance.

General welfare assistance is administered by municipalities, he pointed out. It covers needy persons who cannot qualify for other forms of aid, including the unemployable and the unemployed who have exhausted their insurance or whose benefits are insufficient.

Unemployment as seen by a voluntary family service organization was described by Miss Lillian Thomson, Executive Director of Neighbourhood Workers Association, who defined the purpose of her agency as "counselling." Small amounts of money for limited financial assistance are available in the work for family rehabilitation, but only as an aid in the work of the family agency, which is not designed as a relief agency.

To illustrate the scope of her organization, Miss Thomson cited several case studies from her files and pointed out that 37 per cent of financial assistance given last year went to families affected by unemployment.

A more integrated system of social security, called for by the Canadian Welfare Council on Social Security, is needed for an efficient welfare administration, she said. But it is jobs and not welfare that are needed for the sake of human self-respect, and training and retraining for these jobs is necessary.

The municipality's role in welfare was presented by J. G. Attwood, Hamilton's Deputy Welfare Commissioner. Although the provinces set up the regulations for welfare assistance, the municipalities decide to whom and how much is granted. They grant as much as they can in most cases, and often in addition to unemployment insurance benefits.

In Hamilton, out of some 6,400 recipients of general welfare assistance this January, only 1,500 were employable, the rest being either dependent or unemployable, Mr. Attwood reported.

Unemployment insurance payments should be graduated, Mr. Attwood suggested, according to the number of dependents the recipient has.

A special problem is people who know in advance that they will be periodically laid off but make no effort to put away something for that time although they make good wages while employed.

As to those ineligible for unemployment insurance because their wives have a full-time job, Mr. Attwood thought that unions should establish welfare funds for assistance in this field.

### Retraining

The session on retraining was opened by M. J. Fenwick, Assistant to the Director of District 6, United Steelworkers, and a Vice-President of the OFL. He analyzed the program for retraining unemployed workers under Schedule "M" of the Special Vocational Training Projects Agreement, and concluded that Ontario had not done enough in exploiting the possibilities of this schedule and upgrading the skills of adults to bring them back in the employed labour force.

Employers have an obligation in this field, Mr. Fenwick said, and labour should demand specific training procedures for displaced employees, similar to severance provisions. Employers should be encouraged

to train unskilled or semi-skilled workers during their employment, he suggested further, and unions should bargain for training provisions in their collective agreements.

Expansion of the range of Schedule "M" courses, provision for adequate teaching facilities and staff in various centres in the province, and payment of adequate living wages to trainees while in training were also recommended by Mr. Fenwick.

### Vocational Training

Initiative in establishing vocational training courses rests with a community's advisory committee and not with the provincial Department of Education, A. M. Moon, Assistant Superintendent for Secondary Education in Ontario, pointed out when refuting Mr. Fenwick's charge that Ontario records of Schedule "M" are "padded".

The program would be best supplemented by training on the job, which could be subsidized by the governments, in particular in some marginal industries, Mr. Moon said. At present, the Government is interested in long-range plans for this program and in taking advantage of facilities available.

### Apprenticeship

A large number of young people in secondary schools between grades 10 and 12 have the background and ability to become good tradesmen but need an opportunity to learn a trade; guidance officials lack the information on vocational training; and only two trades in Ontario enjoy the advantages of compulsory certification of apprentices, D. C. McNeill, Director, Apprenticeship Branch, Ontario Department of Labour, told the delegates.

During the past two years, the provinces collaborated closely in setting up apprenticeship examination standards which would establish the minimum level of competency in various trades. A recent survey of night class enrolment at the Provincial Institute of Trades in Toronto found that more than 80 per cent of students were successful in passing their examination, which indicates an interest in obtaining a certificate and a need for more and more formal training among tradesmen. Employers and parents of young people have to be interested, however, through more promotion and publicity, in taking a more active part in the program, Mr. McNeill said.

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Charles H. Millard, first Director of Organization for the International Confederation on Free Trade Unions, has resigned from his post and will return to Canada. He was appointed in 1956 (L.G. 1956, p. 961).

Mr. Millard was particularly responsible for the ICFTU's assistance to workers in under-developed countries. Before joining the ICFTU, he was for many years a Vice-President of the Canadian Labour Congress and Canadian Director of the United Steelworkers of America.



# Industrial Fatalities in Canada, 1960

Fatalities decrease from 1,326 in 1959 to 1,086, and work injuries, both fatal and non-fatal from 547,058 to 541,667. Fatality rate (fatalities per 10,000 workers), which was 2.3 in 1959, reached a new all-time low of 1.8 last year

During 1960, industrial fatalities in Canada totalled 1,086.\* This was a decrease of 240 from the 1959 figure of 1,326. Injuries, both fatal and non-fatal, reported by the Workmen's Compensation Boards of the ten provinces of Canada decreased from 547,058 in 1959 to 541,667 in 1960.

Of the 1,086 fatalities last year, 884 were reported by the Workmen's Compensation Boards of the various provinces and the Board of Transport Commissioners. Information on the remaining 202 was obtained from other sources; an industrial distribution of these remaining fatalities is given in footnote (2) to Table H-1.

The accidents recorded are those that involved persons gainfully employed and that occurred during the course of, or arose out of, their employment. Also included are deaths from industrial diseases reported by the provincial Workmen's Compensation Boards.

Quarterly reviews of industrial fatalities were published in the July 1960 issue, p. 702; October 1960, p. 1023; January 1961, p. 25; and April 1961, p. 354.

The fatality rate (number of fatalities per 10,000 workers), which varied between 2.2 and 2.4 from 1957 to 1959, reached a new low of 1.8 in 1960.

Year	Persons With Jobs	Fatalities	Rate
1957 .....	5,725	1,387	2.4
1958 .....	5,695	1,269	2.2
1959 .....	5,856	1,326	2.3
1960 .....	5,955	1,086	1.8

During 1960, there were 11 industrial accidents that caused the deaths of three persons or more in each case. The worst of these caused the deaths of six loggers; they were drowned on April 13 when the boat in which they were returning from their logging camp at Sechelt Inlet, B.C., capsized.

Two accidents cost the lives of five persons in each case. On March 2, five firemen were fighting a fire in Montreal, Que., from the roof of a building when the roof collapsed; and on March 17, five men working in a tunnel in Toronto, Ont., were trapped and died by drowning and inspiration of silt when the tunnel caught fire.

Three accidents resulted in four industrial fatalities. The captain and three crew members of the *Margaret Low*, all of Lunenburg, N.S., were drowned in a coastal storm March 9. On June 20, while returning to base camp from the north end of Stuart Lake, B.C., four forest assistants were drowned when the boat capsized. On August 15, the pilot, a geologist and two of his assistants were killed when their aircraft crashed after taking off at Lorna Lake near Kamloops, B.C.

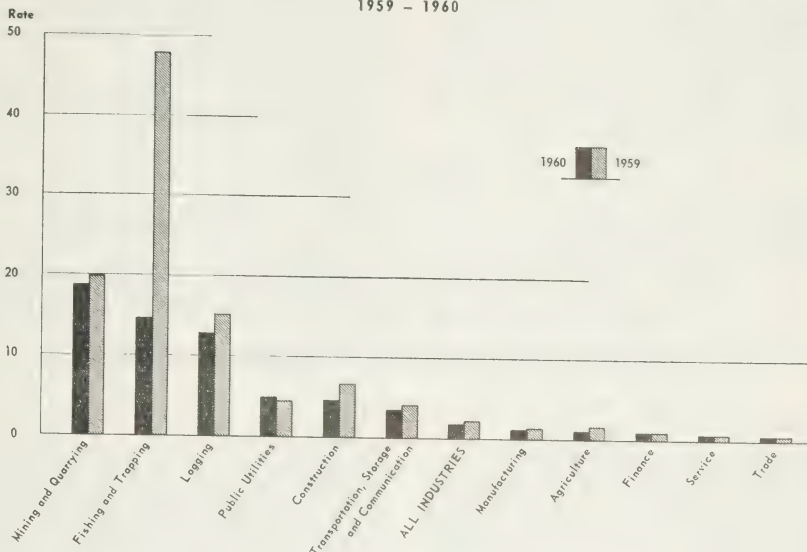
Five accidents in 1960 cost the lives of three persons in each case. An engineer, fireman and trainman were killed in the collision of two trains at Pomquet, N.S., on February 18. Three loggers returning from their camp on February 24 were drowned on Pitt Lake, B.C., when the boat overturned. Three workmen removing stumps and roots from the bottom of a ravine at McBride, B.C., died of asphyxiation on September 7 when a mud slide buried them. The pilot and two Quebec Provincial Police detectives were killed when their plane crashed a few minutes after taking off near Ste. Jovite, Que., on September 22. On October 25, a natural gas explosion in a retail store in Windsor, Ont., killed three employees: the fountain manager and clerk and the assistant chef.

Annual statistics on industrial fatalities are compiled by the Working Conditions and Social Analysis Section of the Economics and Research Branch from reports received from the various provincial Workmen's Compensation Boards, the Board of Transport Commissioners, and certain other official sources. Press reports are used to supplement these data but accidents reported in the press are included only after careful inquiry to avoid duplication. For those industries not covered by workmen's compensation legislation, newspaper reports are the Department's only source of information. It is possible, therefore, that coverage in such industries as agriculture, fishing and trapping, and certain of the service groups is not as complete as in those industries covered by compensation legislation. Similarly a small number of traffic accidents that are in fact industrial accidents may be omitted from the Department's records because of a lack of information in press reports.

\*See Tables H-1 to H-5 at back of book.

# FATALITY RATE\* BY INDUSTRY

1959 - 1960



\*Rate is the number of fatalities per 10,000 workers.

## Fatalities by Causes

An analysis of the causes of the 1,086 fatalities that occurred during the year shows that 276 were the result of being "struck by tools, machinery, moving vehicles and other objects." Within this group, the largest number of fatalities was caused by falling trees or limbs (51), landslides or cave-ins (32), materials falling from stockpiles and loads (31), objects falling or flying in mines and quarries (28) and automobiles or trucks (23). In 1959, deaths listed in the "struck by" group numbered 372. Of these, 60 were caused by falling trees or limbs, 47 by automobiles or trucks, 37 by objects falling or flying in mines and quarries, 33 by landslides or cave-ins and 32 by trains or other railway vehicles.

Accidents that involved "collisions, derailments, wrecks, etc." were responsible for 236 deaths. These included 124 fatalities involving automobiles and trucks, 69 tractor or loadmobile accidents, 20 involving aircraft and 16 resulting from railway accidents. During 1959, "collisions, derailments, wrecks, etc." caused 341 deaths. Included in this total were 153 fatalities involving automobiles or trucks, 66 tractors or loadmobiles, 61 watercraft and 38 aircraft.

In the classification "falls and slips," 235 fatalities were recorded. Of these, 218 were the result of falls to different levels. In the

previous year, 218 persons were killed as the result of "falls and slips," 210 of which resulted from falls to different levels (see Table H-2).

## Fatalities by Province

The largest number of fatalities in any province in 1960 was 365 in Ontario, a decrease of 45 from the previous year. Of these, 66 occurred in manufacturing, 65 each in mining and quarrying and construction, and 43 in transportation, storage and communications.

In British Columbia, 208 fatalities were recorded, a decrease of 42 from 1959; they included 71 in logging, 38 in mining and quarrying, 25 in construction, and 21 in transportation, storage and communications.

Quebec followed with 199 fatalities, 83 fewer than in 1959. Of these, 51 occurred in manufacturing, 44 in construction, and 33 in transportation, storage and communications (see Table H-3).

## Fatalities by Industry

During the year, the largest number of fatalities\* occurred in the construction in-

\*See Table H-4 for an analysis of fatalities by industries and months. The number of fatalities in each industry is expressed as a percentage of the grand total. The latest available figures of persons employed in the various industries are also given.

dustry, in which there were 187, a decrease of 110 from the 297 recorded in 1959. In manufacturing, there were 175 fatalities, a decrease of 20 from the 195 reported in the previous year. In mining and quarrying, the same number of fatalities, 175, was recorded in 1959 and 1960.

Fatalities in the transportation industry numbered 151 deaths during the year, a decrease of 31 from the previous year. In the logging industry, there were 124 fatalities, a decrease of 19 from the 143 in this industry in 1959.

Fatality rates by industries are shown in the accompanying chart.

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## Labour Legislation of the Past Decade—VI

Sixth of series of articles reviewing developments in labour legislation in Canada since 1950 completes review of industrial safety and health legislation

### Part V—Industrial Safety and Health (concluded)

#### Oil and Gas

##### Developments in Western Provinces

The rapid expansion of the petroleum and natural gas industry in the four western provinces in the last ten years has resulted in what amounts to a new system of regulation for the protection of persons employed at the point of primary production (the oil or gas well drilling plant), at the point of distribution (by pipeline or otherwise), and at the point of consumption (particularly in relation to the installation and operation of oil or gas burning equipment).

##### The Drilling Operation

Regulation of the drilling operation comes from two different kinds of legislation: from Acts having conservation, in its broad aspects, as their main purpose, and dealing with the drilling operation as one of a number of ways to carry out that purpose; and from Acts having the primary aim of preventing injury to workmen and damage to property. In both types of legislation there have been substantial developments in the four western provinces in the past ten years.

Conservation Acts (administered by the department responsible for mineral resources) have been enacted or replaced in Alberta, British Columbia and Saskatchewan during the period, and in Manitoba, where the Mines Act governs gas and oil drilling and production (Part II of the Act dealing with oil and gas conservation), regulations under that Act have been frequently revised.

The present conservation legislation in Alberta is the Oil and Gas Conservation Act, passed in 1957, which repealed and replaced the Oil and Gas Resources Conservation Act, 1950. The purpose of this

legislation, as stated in the Act, is to effect the conservation and prevent the waste of the oil and gas resources of the province, to secure the observance of safe and efficient practices in locating wells and in all operations for the production of oil and gas, and to afford each owner the opportunity of obtaining his just and equitable share of the production of any "pool" (the natural underground reservoir). The term "waste" has a special meaning, including production in excess of proper storage, transportation and marketing facilities, or market demand.

Under this Act, drilling and production regulations have been issued dealing, among many other matters, with the precautions that are to be taken to prevent disastrous fires and explosions, and particularly setting out requirements with respect to blow-out prevention equipment. "Blow-out" is the term used to describe a sudden violent escape of oil and gas from a drilling well when high pressure gas is encountered.

Similar rules governing the drilling, production and working of wells have been brought into effect or amended in the other western provinces. In British Columbia, the Petroleum and Natural Gas Act, 1954, repealed and replaced an Act of the same name first enacted in 1944; under the 1954 Act regulations similar to those in Alberta are in effect. In Saskatchewan, the Oil and Gas Conservation Act, passed in 1952, has a similar purpose, and regulations were issued in 1953, replaced in 1956, and again amended in 1958. The regulations under the Saskatchewan Act differ from those under the conservation Acts in Alberta and British Columbia in that they contain an additional safety section aimed at securing the safety of the workmen on the drilling



project, including specific and detailed regulations dealing with the erecting of derricks, the drilling of gas and oil wells, and the cleaning, repairing, operation and maintenance of gas and oil well drilling rigs and equipment. In Alberta and British Columbia these matters are dealt with under other legislation described below. Regulations in Manitoba under the Mines Act, dating back to the 1940's, and governing, among other matters, "the exploration, development and production of oil and natural gas in Manitoba" were amended on eight occasions.

In Alberta, oil and gas well drilling plants are work places under the Factories Act, and special regulations applying to the safety problems encountered in drilling and with respect to the rigs and equipment have been in effect for a number of years. They were replaced and modified in 1953 and again in 1960. In recent years substantially the same rules have been imposed in regulations under the Workmen's Compensation Act, with the result that both factory inspectors and the inspectors of the Workmen's Compensation Board have authority to inspect and to ensure compliance with the requirements.

In British Columbia also, special safety regulations, the Well Drilling and Services Accident Prevention Regulations, were issued under the Workmen's Compensation Act, in 1956. The safety rules in both these and the Alberta regulations deal with the construction of the derrick, the guarding of moving parts of machinery, hoisting lines, and other matters. Rules are laid down with respect to practically all the equipment used in the drilling operation. Personal protective equipment, which the employer must have on the job for use by workmen, includes goggles, safety belts, gas masks and hard hats. A driller must have a certificate of competency in first aid approved by the Workmen's Compensation Board, and employers are required to provide and maintain a standard first aid kit and a carrying stretcher at each place of employment. Some of the same rules are included in the Saskatchewan conservation regulations mentioned above.

### Pipelines

Provincial regulation of pipeline construction and operation in Alberta dates back to 1925. Since that time it has been necessary for any company wishing to construct and operate a pipeline for the transportation of gas or oil to obtain a permit from a provincial authority. The legislation was replaced twice in the 1950's, first in 1952 and then in 1958.

The Pipe Line Act, 1958, brought the supervision of pipelines under the Department of Mines and Minerals rather than the Board of Public Utility Commissioners, and provided for a Superintendent of Pipe Lines and an inspection service. No one may construct a pipeline without a permit, nor operate a pipeline until it has been tested to the satisfaction of the Superintendent. The Act requires that a sign be erected at each point where a pipeline enters or leaves the limits of a highway or road outside the boundaries of a city, town or village, and regulations issued under the Act in 1958 specify the symbols to be used on signs as well as on plans to denote valves, pumping stations, compressor stations and other installations along the pipeline.

Legislation is also in effect in the other western provinces requiring a permit from a provincial authority to construct or operate a pipeline and specifying safeguards to be observed in its construction and operation.

The present legislation in British Columbia is the Pipelines Act passed in 1955 and administered by the Minister of Commercial Transport. The Act gives the Minister authority to make orders and regulations providing for the protection of property and the safety of the public and of the company's employees in the operation of a pipeline. Comprehensive oil and gas pipeline regulations are in effect under this Act.

These regulations require that all unfired pressure vessels used in connection with the operation of a pipeline are to be constructed, installed and equipped in accordance with A.S.M.E. Code Section VIII 1956 and are to be inspected annually by an inspecting engineer of the Department. The ASA Code B31.1.8, 1955 is adopted as the standard governing the design, fabrication, installation, testing and inspection of gas or oil pipelines and for the installation and operation of gas compressor stations. Operation and maintenance procedures on gas pipelines must also be in accordance with the ASA Code. (If the codes mentioned above are amended or revised, the code as revised becomes the required standard if the Minister approves it.) Welding operators engaged in shop or field welding on pipelines are to be currently certified pipeline welders under the British Columbia Boiler and Pressure-vessel Act. Any accident that results in serious injury or death must be reported immediately to the Deputy Minister.

In Saskatchewan, the Pipe Lines Act, 1954, administered by the Minister of Mineral Resources, authorizes regulations

"prescribing measures of safety for the protection of life and property during and after the construction or installation of a pipeline and during the operation thereof." Regulations issued under this authority in 1955 provide that all pipelines are subject to inspection by the Department during construction or operation and that a representative of the Department is to be present when the final fluid or pressure test is run. All standards of construction and operation are to be in accordance with standards prescribed by the provincial Department of Labour, or where no provincial standards are available, in accordance with the standards of the American Society for Testing Materials. The operator is required to have a gas pipeline inspected every six-month period for leaks of gas and faulty lines and to report the inspection to the Department.

Pipelines in Manitoba are regulated under two Acts, the Pipe Line Act, applying to oil pipelines and administered by the Minister of Mines and Natural Resources, and the Gas Pipe Line Act, administered by the Minister of Public Utilities and applying to gas distribution systems in any municipality as well as to other gas pipelines. There is authority in the Pipe Line Act to prescribe measures of safety for the protection of life and property during and after the construction, installation, or operation of an oil pipeline but no regulations have been issued. With respect to gas pipelines, regulations are in effect adopting the American Standard Code for Gas Transmission and Distribution Piping Systems, (B.31.8. 1958) as the standard applicable to construction, marking, inspection, and operation of a pipeline.

### **Gas and Oil Burning Equipment**

#### **DESIGN, INSTALLATION AND OPERATION**

During the past ten years the four western provinces adopted new measures to ensure the safe use of gas and oil as fuels.

There were regulations dealing with different aspects of the matter in effect before 1950. For example, regulations issued in Alberta in 1938 by the Board of Public Utility Commissioners required a gas fitter to examine gas appliances before installation to see that they met certain standards; in Manitoba, regulations under the Factories Act and the Fires Prevention Act provided that only persons who had passed an examination and received a licence were permitted to install or service oil burning equipment; and there were other provisions.

The new approach in the 1950's was to deal within the scope of one Act with design of equipment, the methods of installation, and the competence and reliability of the person making the installation or servicing

the equipment, and to make one Department responsible for the administration of it: the Department of Labour in Manitoba, Saskatchewan and Alberta and the Department of Public Works in British Columbia.

The first such Act was the Gas and Oil Burner Act passed in Manitoba in 1952 and brought into effect by proclamation on January 15, 1954. Acts with similar purposes but confined to the use of gas were passed in Saskatchewan in 1953, British Columbia in 1954, and Alberta in 1955.

#### **GAS BURNING EQUIPMENT AND GAS FITTERS**

The four Acts passed between 1952 and 1955 inclusive have all been amended since passage and the brief description that follows is based on the legislation as it stood at the end of 1960. In brief, each Act provided, through a system of permits and licences, for government inspection and supervision to ensure that the equipment offered for sale to the consumer meets accepted standards, to prescribe methods of installation and to see to it that no one installs or services equipment unless he is competent to do so with due regard for the efficient and safe burning of the fuel.

Standards for equipment and installation were worked out through the facilities of the Canadian Standards Association, and the C.S.A. Code B149-1958, Installation Code for Gas Burning Appliances and Equipment, is adopted by reference as the minimum requirement in Manitoba and Alberta, and in Saskatchewan with certain modifications. The installation standards are spelled out in the regulations in British Columbia and equipment may be approved on the basis of testing by the British Columbia Research Council or other testing agency, and where not otherwise specified must conform to American Gas Association standards.

As early as the 1930's, in Alberta, supervision began to be exercised under the Tradesmen's Qualification Act to ensure the competence of tradesmen making gas installations. Now the gas protection Acts in effect in each of the four western provinces provide that only a person who holds a certificate under the Act as a gas fitter may install, repair or alter any gas installation or equipment. A gas fitter's certificate may be obtained only on the basis of formally conducted examinations, and to be eligible to try the examinations a person must have had qualifying experience working under a competent tradesman. An inspection staff is maintained to issue permits, inspect installations, examine candidates for gas fitters' certificates (usually with the assistance of an examining board), and generally for administering the Acts.

## OIL BURNERS

Two of the provinces, where some regulation of oil burners and their installation and servicing had been in effect prior to 1950, revised their regulations. New requirements were laid down under the Fire Marshal Act in British Columbia in 1958, and under the new Gas and Oil Burner Act in Manitoba in 1957. The regulations under the Fire Prevention Act in Saskatchewan remained in effect.

### Developments in Other Provinces

In Ontario, between 1954 and 1960, the Ontario Fuel Board Act provided authority for regulating the production, distribution and use of gas and oil. Requirements with respect to gas transmission and distribution were in effect under this Act, and the CSA Installation Codes for gas burning and oil burning appliances were adopted as standards. This legislation was replaced in 1960 by the Energy Act and the Ontario Energy Board Act.

Under the Energy Act, regulations may be made "regulating safety standards and requiring and providing for the keeping of safety records and the making of safety returns, statements or reports in the drilling for, production, manufacture, processing, refining, storage, transmission, distribution, measurement, carriage by pipeline and consumption of any hydrocarbons, or any class of them."

Regulations were made on December 28, 1960, dealing with production, distribution and consumption of gas and oil. They continue in effect the two CSA codes for installation of gas and oil burning appliances, require the licensing of contractors making installations, and provide that after July 1, 1961, it is a condition of the registration of

a contractor that installation, repairing or servicing of a gas appliance in any building other than a one or two family dwelling must be conducted by a person who has been certified by the Minister of Energy Resources as a qualified gas fitter. The Canadian Gas Association is designated as an organization to test appliances to specifications approved by the Minister.

New legislation in Quebec in 1959 gave the Electricity and Gas Board authority to make regulations, subject to the approval of the Lieutenant-Governor in Council, dealing with the conveyance, possession, distribution and use of gas in the province. The Act prohibits the installation of any gas apparatus not conforming to the requirements of the regulations. Distributors are forbidden to supply gas to a consumer if it is to be used by means of defective or unapproved apparatus or in a building where the piping presents a risk of accident. Contractors, journeymen and apprentices engaged in the work of installing or servicing heating systems have been required to hold licences under the Pipe Mechanics Act for many years.

In Newfoundland, to ensure the safe use of gas and oil, regulations issued in 1959 under the Fire Prevention Act, 1954, adopted as standards the two CSA installation codes for gas burning and oil burning appliances.

### Interprovincial and International Pipelines

The National Energy Board Act passed by Parliament in 1959 provides authority for regulations to be made for the protection of property and the safety of the public and of employees working on the operation of a pipeline under the Act, that is, on an interprovincial or international pipeline.

## Construction

The main developments in legislation aimed at safety in construction work were concerned with trench excavation safety. The special hazards of pipeline construction were dealt with in regulations in one province, Alberta.

Some provincial legislation aimed at safe working conditions for construction workers has been in effect in Canada for about half a century; Building Trades Protection Acts were enacted by Ontario in 1911, and by Manitoba and Saskatchewan in 1912. These Acts are still in effect. After the enactment, in the period following 1915, of workmen's compensation legislation, which gave rule-

making authority to the Workmen's Compensation Board, as in British Columbia, Alberta and Saskatchewan, regulations issued by these Boards set out general safety rules for the construction industry. Work at construction sites is subject to regulations under the Industrial and Commercial Establishments Act in Quebec, and there is also a Scaffolding Inspection Act in that province, administered partly by municipalities and partly by the Department of Labour. Regulations for the protection of safety and health of employees may also be issued under the Ontario Department of Labour Act.



## Trench Excavation

During the ten-year period, six provinces issued new or revised, or reissued, trench construction safety regulations.

Ontario passed the Trench Excavators Protection Act, 1954, and issued new trench construction safety regulations under this Act. Saskatchewan (under the Workmen's Compensation Act) and Manitoba (under the Building Trades Protection Act) incorporated trench construction provisions in their new general construction regulations; Quebec did likewise in a revision of existing general construction regulations under the Industrial and Commercial Establishments Act. British Columbia revised trench construction regulations already contained in the general accident prevention regulations under the Workmen's Compensation Act. In Alberta, trench construction regulations previously in effect under the Workmen's Compensation Act were continued.

The rules in the six provinces apply, with certain exceptions, to excavations four feet or more in depth (more than six feet in Manitoba) where the depth is at least equal to the width. In Ontario, administration is mainly in the hands of the municipalities with some assistance from provincial inspectors, who are responsible for inspection in territory without municipal organization. The Department of Labour is the administering authority in Quebec and Manitoba, and in Saskatchewan, Alberta and British Columbia it is the Workmen's Compensation Board.

In Quebec, Ontario and Manitoba, the owner of the land, the contractor or employer is required to notify the appropriate administrative authority of intention to excavate so that inspection may be carried out. In Manitoba, municipalities are required to submit weekly reports to the Department of building and excavation permits issued. In all six provinces an inspector may inspect a trench at any time.

He may issue an order requiring specific safety measures to be undertaken and may suspend operations if unsafe conditions exist.

All the regulations require that trenches be adequately shored, and contain specifications as to the materials to be used and the way the shoring is to be constructed and removed. They all lay down rules with respect to ladders and means of escape, and with respect to objects near a trench that might fall into the trench or cause a cave-in.

Other provisions common to most of the regulations deal with barriers, fences and guards; dust control, and control of gases and fumes; operation of machinery and equipment; protective hats; and the use of explosives. Other rules are included in some regulations: in Manitoba an adequate system of audible signals must be maintained and explained to every workman; in Quebec and Ontario no person may be allowed to work alone in a trench exceeding a certain depth; and a minimum age of 16 in Ontario and 18 in Quebec is required for employees engaged in trench excavation.

## Pipeline Construction

In Alberta, regulations were issued in 1959 under the Workmen's Compensation Act for the protection of workmen engaged in construction of a pipeline. These regulations set out the precautions to be observed in all the operations connected with pipeline construction: the transporting of workmen and equipment, preparing the right of way, pipe stringing, ditching operations, pipe laying, lowering the pipe into the ditch, and back filling. They deal also with special operations such as river crossing, and with the testing of the pipeline on completion. Either an inspector of the Workmen's Compensation Board or an inspector of the Factories Branch of the Department of Labour may inspect for compliance with these regulations.

## Occupational Health Hazards

### Radioactive Substances

The increased industrial use of radioactive substances led to the issue of safety and health regulations under the federal Atomic Energy Control Act in 1960. They establish standards as to the maximum dose of radiation to which employees may be exposed, based on standards established by the International Commission on Radiological Protection. They provide for medical examination of any person whose regular

occupation exposes him to ionizing radiation in excess of the prescribed limits, and for the checking of other procedures by inspectors. The regulations are administered by officers of the federal Department of National Health and Welfare and the Atomic Energy Control Board, but a provincial health department may be named as the health authority and a provincial inspector may be designated to act as an inspector under the regulations.

*(Continued on page 496)*

## More Ideas from White House Conference

Many ideas, suggestions, policy statements and reconstructions put forth at recent White House Conference on Aging are applicable to Canada. Delegates agree that unrealistic job requirements affect job opportunities for elderly

Many of the ideas, suggestions, policy statements and recommendations put forth at the recent White House Conference on Aging (L.G., Feb., p. 147) will be of interest to Canadians.

There was general agreement among the delegates that job opportunities for older persons had been affected considerably by unrealistic job requirements setting unnecessarily high qualifying physical and performance standards. The Conference proposed:

1. that such standards be carefully reviewed by management and unions to bring them into line with those actually required;
2. that where jobs had been designed for younger people, they be redesigned where possible to enable older people to produce as effectively; and
3. that current emphasis on speed, dexterity and much physical effort in job performance be re-examined to determine how jobs could be adapted in these respects to the capacities of older workers.

It was suggested that older workers could benefit from such practices as:

1. re-assigning and re-training workers within a plant, and so far as possible, using present employees for new jobs without discriminating on the basis of age;
2. reducing employment through normal attrition, without recourse to layoffs;
3. giving employees notice well in advance of impending layoffs and other changes, to allay anxiety and give the worker time to find new employment;
4. notifying public employment services in advance of layoffs so that they could start early to find new jobs for the displaced workers.

It was recommended that study and publicity be given to techniques whereby firms had installed new equipment without laying off older employees.

In discussing income maintenance for older people it was agreed that the first principle of a constructive approach to the income maintenance needs of the aged was that measures taken to promote old age security be in harmony with broad economic objectives. The second principle was that there should be opportunity for productive employment for those who are able and want to work. It was thought that employment was frequently more satisfactory to the individual than retirement on a pension, and such employment contributed to the economy and reduced the cost of pensions.

The section that dealt with employment security and retirement thought that one serious obstacle to the adequate utilization of older workers, an obstacle that could be remedied through changes in existing employer and union policies and practices, was compulsory retirement at an arbitrarily set chronological age. Employers were urged to review continually their retirement policies to find ways and means of achieving greater flexibility in the time of retirement appropriate to the particular situation, and thus utilize more fully the abilities of those willing and able to continue working beyond the normal retirement age.

Management and labour were urged to co-operate in reviewing the obstacles to, and to develop programs facilitating the employment of older workers in equivalent levels of skill, and to minimize the dislocation of older workers on the job.

There was unanimous support for the proposal that programs of personnel management, adult training and re-training, vocational counselling and guidance, and rehabilitation be improved and extended, since service in those areas was essential to success in solving the vocational problems of vast numbers of middle-aged and older people.

It was recognized that many community educational programs had been effective in alerting the community to the undesirability of age limitations and other obstacles to the employment of older workers, and more activity along these lines was recommended.

In considering the employment problems of mature women workers, the premise was accepted that women work for the same reasons as men, and that they were needed in the labour market. Therefore they should be afforded equal opportunity to be considered for jobs, for promotion, and pay commensurate with their qualifications. It was recognized that many women had left the labour force to raise families, and upon their return needed counselling, training, re-training, and placement and placement services to help them choose and prepare for occupations that would utilize their highest skills.

# Equal Pay for Equal Work

Some 200,000 women civil servants and about 220,000 women teachers in Great Britain achieve equal pay for equal work. Except in province of Quebec, most salary schedules for teachers in Canada make no distinction on basis of sex

In February, some 200,000 women civil servants in Great Britain were granted equal pay for equal work. Two months later, the principle was applied to the wages of approximately 220,000 women teachers in the state education system.

Unlike Canada and other countries where equal pay for equal work has been the subject of legislation, in Britain the implementation of the principle has been left to the collective bargaining process. The granting of equal pay to civil servants was the final stage of a scheme negotiated between the Government and the National Whitley Council in 1955 whereby the women's wage scales in the non-industrial civil service were raised in seven annual instalments until they were identical with those of men performing the same work. A similar scheme gradually applied the equal pay principle to the teaching profession. Slightly modified plans have been negotiated for administrative, technical and clerical staff in other fields of public employment and in the nationalized industries.

In Canada, seven provincial equal pay laws probably had more impact on the salaries of the 107,262 women teachers than on those in any other occupation. Today, outside of the province of Quebec, most salary schedules negotiated between boards of education and teachers' organizations made no distinction on the basis of sex. (Under new salary schedules that go into effect in September, men and women teachers employed by the Protestant School Board of Greater Montreal are to receive equal pay (L.G., March, p. 252).)

This does not mean, of course, that the median salaries of men and women teachers are the same. A recent report\* of the Dominion Bureau of Statistics shows that in 1959-60 median salaries for women teachers were 17 per cent lower than those for men at the public elementary school level and 14 per cent lower at the secondary school level (Quebec not included).

One of the factors making for differences in salaries received by men and women teachers is the greater proportion of women with lower qualifications. Fifty per cent

of the men teachers in public elementary and secondary schools had taken more than two years of academic or professional training beyond junior matriculation whereas only 20 per cent of the women teachers had done so. Of the men, 48.4 per cent had gone on to obtain a university degree as against 13.8 per cent of the women.

Then, too, there have always been more women than men teaching at the lower teaching levels, where salaries are lower. The percentage of women at various teaching levels in nine provinces in 1959-60 was as follows:

Teaching Level	Women as % of all Teachers
Primary grades.....	98.1
Elementary grades only.....	78.6
Mainly elementary but with some secondary grades.....	42.6
Secondary grades only.....	35.5

Although women make up 76 per cent of the regular teaching staff in elementary and secondary schools, 86 per cent of the administrative principals and 60 per cent of the teaching principals are men.

Another factor that tended to depress women teacher's salaries was the higher proportion of women teaching in smaller centres where salaries were lower. In schools in centres of 100,000 population and over, women made up 66 per cent of the total number of teachers whereas 77 per cent of teachers in one-room rural schools were women.

Although median years of experience for women teachers tended to be higher than for men, their median tenure, i.e., experience with their present school board, was less. This was partly explained by the fact that teachers tend to leave positions in rural schools to teach in cities. Since women make up a large proportion of the staff of rural schools this movement affects them more than it does men.

When groups of teachers were equated by qualifications, size of the community where they taught, level of teaching and length of tenure, it was found that there were not significant differences between the remuneration of men and women.

\*Salaries and Qualifications of Teachers in Public Elementary and Secondary Schools 1959-60, Education Division, Dominion Bureau of Statistics. Available from the Queen's Printer, Ottawa. \$1.00.



## 50 Years Ago This Month

Organization to provide medical care and weekly sick benefits for employees of 22 London, Ont., firms incorporated in March 1911. While receiving benefits, members barred from other employment and visits to gambling houses or taverns

An organization that provided medical attendance and weekly benefits for employees during illness, known as the London Sick and Accident Benefit Association, was incorporated in March 1911. The organization and workings of the concern, which had its headquarters in London, Ont., were described in an article in the *LABOUR GAZETTE* of May 1911.

The Association confined its membership to the employees of 22 specified firms. Members who were earning wages of \$1.25 a day or more were required to pay 50 cents a month in dues, and those making less than \$1.25 a day paid 25 cents a month.

The weekly benefit was \$5 for those who paid 50 cents a month and \$2.50 for those who paid 25 cents.

Physicians, who were elected annually, attended sick members and provided them with medicines during illness. In order that such benefit might be paid, a doctor's certificate was required each week as long as the illness lasted. No member was entitled to benefit for a shorter period than six days or longer than 15 weeks, and 10 weeks at half benefits, in any one year. A member was not entitled to benefit until he had paid one month's dues, except in case of accident.

If a sick member were able to walk out for exercise he was required to report to a member of the executive committee of the Association at least twice a week. He was not allowed to stay out later than 7 p.m. from November 1 to May 1, or later than 9 p.m. from May 1 to November 1. He was also required to get the approval of the committee before leaving the city.

While receiving sick pay, no member was allowed to follow any employment, to frequent gambling or public houses, to get drunk, or by any wilful act or misconduct to delay or prevent his recovery.

"The contract for the new Quebec bridge was awarded by the Dominion Government to the St. Lawrence Bridge Company, the contract price being \$8,650,000, the structure to be completed by September 1, 1913," the *LABOUR GAZETTE* reported. (The Quebec bridge that had been under construction since 1900 collapsed on August 29, 1907, killing 65 workmen (*L.G.*, Sept. 1957, p. 1070).)

The May *GAZETTE* contained a summary of the report of an investigation that had been conducted by the Board of Trade of Great Britain into the cost of living for the urban working class in the United States. This was the last of a series of reports by the Board that covered the cost of living of working people in four of the principal industrial countries of the world in addition to Great Britain.

The *GAZETTE* pointed out that the contents of this last report were "of special interest to the workpeople in this country, in view of the close commercial and industrial relations subsisting between Canada and the United States, and the general similarity of standards and habits of living, other conditions being equal, in the two countries."

The report compared living costs and wages in Great Britain and the United States. "In summing up, it is deduced that an English workman coming to the United States would have his wages increased about 130 per cent, with slightly shorter hours, and his expenditure on food and rent increased by about 52 per cent," the *LABOUR GAZETTE* summary said.

The report stated that retail prices of food were about 38 per cent higher in the United States than in Great Britain, and house rent about twice as high.

During March, 70 brewery workers in Berlin, Ont., received an increase in wages of \$1 a week and a reduction in hours from 59 a week the year round to 58 in summer and 57 in winter.

In March 1911 the Saskatchewan Legislature passed an act establishing a "Bureau of Labour."

The Act stated that the object of the Bureau should be "to collect, assort, systematise and publish information and statistics relating to" employment, wages and hours of labour throughout the province, strikes "or other labour difficulties," co-operation, trade unions and labour organizations, the relation between capital and labour and other subjects of interest to working men, "the commercial, industrial and sanitary conditions surrounding working men, and... such other matters as relate to the permanent prosperity of the industries of the province."

# TEAMWORK in INDUSTRY

A three-day "Open House" was sponsored recently by the Hussmann Refrigerator Company, Brantford, Ont., to commemorate the firm's 1960 expansion program and its 12th Canadian anniversary. More than 1,000 persons visited the plant.

Described by company representatives and members of Local 397, United Auto Workers (AFL-CIO/CLC) as "highly successful," the event began with "Employees' Day"—highlight of the affair—on a Saturday. Attendance on the following Monday was made up of major suppliers and Brantford business and community leaders, and Tuesday was devoted to entertaining Hussmann representatives and customers, including corporate chain officials and executives of wholesale grocer organizations.

Personnel manager Frank Kovrig praised the co-operation of the firm's 430 employees. "They had the place really humming," he said. "Our visitors were thoroughly impressed with their speed and efficiency on the job." The entire staff worked overtime voluntarily on the Monday and Tuesday so that the touring guests could see the plant in operation. Union committee officials of Local 397, along with Hussmann executives, did their share of greeting in the receiving line for visitors. Among them was Reginald Johnson, bargaining committee chairman of Local 397.

Said Mr. Johnson: "We were pleased to co-operate in any way we could. We realized that this was an excellent opportunity to build better understanding between the employees, their families and Hussmann, and to show local business people, community officials and our customers that Hussmann employees take a great deal of pride in their work and that a strong spirit of co-operation exists between labour and management here."

Company executive vice-president Harold W. Freeborn explained that "Employees' Day" was inaugurated to emphasize the importance of the individual worker and his contribution. Mr. Freeborn also expressed his pleasure at the assistance provided by members of Local 397. "Their willingness to co-operate in every way, and the extent of their enthusiastic participation, was responsible to a great degree for making our 'Open House' such a tremendous success," he said.

Main objective of the labour-management committees in operation at the Kilmar and Marelau, Que., plants of Canadian Refractories Limited is "to create understanding and co-operation in certain areas dealing with production and safety." Both committees are composed of an equal number of representatives from management and labour, and act as a liaison between the company and members of Local 145, Magnesite Workers' Federal Union (CLC).

Explained general works manager L. R. Thomas: "Often a man at his job can see a better way of doing the same work; or he may see an unsafe work practice which should be eliminated. The committee is therefore the forum in which these things are investigated."

\* \* \*

Labour-management committees have been serving at John Labatt Limited for 18 years. A recent issue of *Labatt News* recalls that in January 1943 a group of employees representing the company and Local 1 of the National Union of Beverage Workers (CLC) sat down together and established a policy of regular labour-management meetings as part of Labatt's industrial relations philosophy. They provide for continuing consultation on a regular basis and make provision for special committees to consider specific matters.

\* \* \*

Acting on a suggestion made by the joint labour-management committee at the Hotel-Dieu St-Michel Hospital in Roberval, Que., the employees' sports committee has expanded its program to include all types of athletic and leisure activities. Financial outlays connected with the new program are made from a co-operative fund; management has pledged an annual sum of money, and employees are each contributing a few cents a week.

Bargaining agent for the 90 employees of Hotel-Dieu St-Michel Hospital is the Confederation of National Trade Unions.

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres, who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

# INDUSTRIAL RELATIONS AND CONCILIATION

## Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for three days during March. The Board issued two certificates designating bargaining agents, ordered nine representation votes and rejected four applications for certification. During the month the Board received three applications for certification and five requests under Section 61 (2) of the Act for review of earlier decisions. The Board also allowed the withdrawal of three applications for certification and one request for review.

### Applications for Certification Granted

1. Seafarers' International Union of North America, Canadian District, on behalf of a unit of second and third engineers employed aboard the vessels *Keyport*, *Keyvive*, *Keybar*, *Keystate* and *Keyshey* by La Verendrye Line, Ltd., Montreal (L.G., Jan., p. 44). The National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District) intervened.

2. Seafarers' International Union of North America, Canadian District, on behalf of a unit of second and third engineers employed aboard the tugs *Kam*, *Nipigon*, *Orient Bay*, *Abitibi* and *Maggie* by the Abitibi Power Company, Limited, Lakehead Woodlands & Sault Ste-Marie Woods Divisions (L.G., Feb., p. 154). The National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District) intervened.

### Representation Votes Ordered

1. Canadian Merchant Service Guild, Inc., applicant and intervener, Seafarers' International Union of North America, Canadian District, applicant and intervener, and the National Sand & Material Company Limited, Toronto, respondent (L.G., Jan., pp. 43 and 45). The Board directed that the names of both unions be placed on the ballot in the vote which affected a unit of deck officers employed by the company (Returning Officer: A. B. Whitfield).

2. Seafarers' International Union of North America, Canadian District, applicant, Upper Lakes Shipping Ltd., Toronto, Ont., respondent, and the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), intervener (L.G., Jan., p. 44). The Board directed that the names of both unions be placed on the ballot in the vote which affected a unit of marine engineers employed by the company (Returning Officer: Rémi Duquette).

3. Seafarers' International Union of North America, Canadian District, applicant, Scott Misener Steamships Ltd., Port Colborne, Ont., respondent, and the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), intervener (L.G., Jan., p. 44). The Board directed that the names of both unions be placed on the ballot in the vote which affected a unit of marine engineers employed by the company (Returning Officer: Rémi Duquette).

4. Seafarers' International Union of North America, Canadian District, applicant, N. M. Paterson & Sons Limited, Montreal, Que., respondent, and the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), intervener (L.G., Jan., p. 44). The Board directed that the names of both unions be placed on the ballot in the vote which affected a unit of marine engineers employed by the company (Returning Officer: Rémi Duquette).

5. Seafarers' International Union of North America, Canadian District, applicant, Hall Corporation of Canada, Montreal, Que., respondent, and the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), intervener (L.G., Jan., p. 44). The Board directed that the names of both unions be placed on the ballot in the vote which affected a unit of marine engineers employed by the company (Returning Officer: Rémi Duquette).

This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.



6. Seafarers' International Union of North America, Canadian District, applicant, Dominion Steel & Coal Corporation Limited (Dominion Shipping Division), respondent, the National Association of Marine Engineers of Canada, Inc., (Great Lakes and Eastern District), intervener, and the Canadian Brotherhood of Railway, Transport and General Workers, intervener (L.G., Jan., p. 44). The Board directed that the names of the Seafarers' International Union of North America, Canadian District, and the Canadian Brotherhood of Railway, Transport and General Workers be placed on the ballot in the vote which affected a unit of marine engineers employed by the company (Returning Officer: Rémi Duquette).

7. Seafarers' International Union of North America, Canadian District, applicant, The Commercial Cable Company, New York, N.Y., respondent, and the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), intervener (L.G., Jan., p. 44). The Board directed that only the name of the applicant be placed on the ballot in the vote which affected a unit of marine engineers employed by the company. (Returning Officer: D. T. Cochrane).

8. Seafarers' International Union of North America, Canadian District, applicant, National Sand & Material Company Limited, Toronto, Ont., respondent, and the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), intervener (L.G., Jan., p. 45). The Board directed that the names of both unions be placed on the ballot in the vote which affected a unit of marine engineers employed by the company (Returning Officer: A. B. Whitfield).

9. Seafarers' International Union of North America, Canadian District, applicant, The Algoma Central and Hudson Bay Railway Company, Sault Ste. Marie, Ont., respondent, and the National Association of Marine Engineers of Canada, Inc. (Great Lakes and Eastern District), intervener (L.G., Jan., p. 45). The Board directed that the names of both unions be placed on the ballot in the vote which affected a unit of marine engineers employed by the company (Returning Officer: T. B. McRae).

#### Applications for Certification Rejected

1. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Foremost Marine Transporters Ltd., Burlington, Ont., respondent (unlicensed personnel) (L.G., Oct. 1960, p. 1028). The application was rejected because the respondent company had no employees aboard its

ship at the time, and the ship was in foreign waters, and no information had been given to the Board that it will return to Canadian waters.

2. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Foremost Marine Transporters Ltd., Burlington, Ont., respondent (marine engineers) (L.G., Oct. 1960, p. 1029). The application was rejected because the respondent company had no employees aboard its ship at the time, and the ship was in foreign waters, and no information had been given to the Board that it will return to Canadian waters.

3. Canadian Brotherhood of Railway, Transport and General Workers, applicant, and Sydney Transfer and Storage, Limited, Sydney, N.S., respondent (L.G., March, p. 255). The application was rejected for the reason that it was not supported by a majority of the employees eligible to cast ballots in the representation vote conducted by the Board.

4. Seafarers' International Union of North America, Canadian District, applicant, and Dominion Coal Company Limited, Sydney, N.S., respondent (marine engineers) (L.G., Feb., p. 154). The application was rejected for the reason that the chief engineer should be excluded from the bargaining unit applied for because, in the opinion of the Board, he was not an employee within the meaning of the Act, and that the one remaining employee did not constitute a unit of employees appropriate for collective bargaining.

#### Applications for Certification Received

1. Amalgamated Association of Street, Electric Railway and Motor Coach Employees of America, Local 591, on behalf of a unit of bus drivers and garage employees employed by Hull City Transport Limited and Hull Metropolitan Transport Limited, Hull, Que. (Investigating Officers: G. A. Lane and J. C. Baril).

2. Marconi Salaried Employees Association (Special Services Division, Field Service Group), on behalf of a unit of employees of the Canadian Marconi Company, Montreal, Que. (Investigating Officer: C. E. Poirier).

3. National Association of Broadcast Employees and Technicians on behalf of a unit of technicians employed by Vantel Broadcasting Company Limited at CHAN-TV, Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

## Applications for Certification Withdrawn

1. Thunder Bay Lodge No. 10 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, Manitoba Pool Elevators, respondent, and Lodge 650, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener (electricians, grain elevator at Port Arthur, Ont.) (L.G., Feb., p. 154).

2. Thunder Bay Lodge No. 10 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, applicant, Saskatchewan Wheat Pool, respondent, and Lodge 650, Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, intervener (electricians, Terminal Elevator Division, Fort William and Port Arthur, Ont.) (L.G., Feb., p. 155).

3. International Association of Machinists, applicant, and Seaboard and Western Airlines, Incorporated, New York, N.Y., respondent (aircraft maintenance and fleet service employees at Gander, Nfld.) (L.G., April, p. 368).

## Requests for Review of Decisions

1. Request for amendment of the certificate issued by the Board on July 17, 1958, affecting International Longshoremen's Association, applicant, and the Seaway Forwarding Agencies Limited, Sarnia, Ont., respondent (L.G. 1958, p. 979). The request was withdrawn later in the month.

2. Request for review of Board's decision of February 9, 1961 rejecting application for certification affecting the International Longshoremen's and Warehousemen's Union, Local 503, applicant, the Tahsis Company, Ltd., Tahsis, B.C., respondent, the Inter-

## Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are contained in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprise British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

national Woodworkers of America, Local 1-85, intervener, and the Attorney-General for British Columbia, intervener (L.G., April, p. 368).

3. Request for amendment of the certificate issued by the Board on June 26, 1957, affecting International Brotherhood of Longshoremen, Local 1817, now International Longshoremen's Association, Local 1654, applicant, and Hamilton Shipping Company, Limited, Hamilton, Ont., respondent (L.G., 1957, p. 967).

4. Request for amendment of the certificate issued by the Board on June 26, 1957,

affecting International Brotherhood of Longshoremen, Local 1817, now International Longshoremen's Association, Local 1654, applicant, and Yorkwood Shipping & Trading Co., Ltd., Hamilton, Ont., respondent (L.G. 1957, p. 967).

5. Request for amendment of the certificate issued by the Board on June 27, 1957, affecting International Brotherhood of Longshoremen, Local 1817, now International Longshoremen's Association, Local 1654, applicant, and Eastern Canada Stevedoring Co., Ltd., Hamilton, Ont. respondent (L.G. 1957, p. 967).

## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During March, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Hamilton Terminal Operators Limited, Hamilton, Ont., and Local 1879 of the International Longshoremen's Association (Conciliation Officer: F. J. Ainsborough).

2. Federal Commerce & Navigation Company Limited, Montreal, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: Rémi Duquette).

3. Canada Steamship Lines Limited, Montreal, and Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: Rémi Duquette).

4. Westward Shipping Limited, Vancouver, and Marine Engineers, Local 425 of the Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: G. R. Currie).

5. The Shipping Federation of Canada, Inc., Montreal, and Local 375 of the International Longshoremen's Association (Conciliation Officer: Rémi Duquette).

6. Shell Canadian Tankers Limited (M.V. *Western Shell* and M.V. *Tyee Shell*) and National Association of Marine Engineers of Canada, Inc. (Conciliation Officer: D. S. Tysoe).

### Settlements Reported by Conciliation Officers

1. TransAir Limited, Winnipeg, and International Association of Machinists (Conciliation Officer: J. S. Gunn) (L.G., April, p. 369).

2. Canadian Broadcasting Corporation, and National Association of Broadcast Employees and Technicians (Conciliation Officer: F. J. Ainsborough) (L.G., April, p. 369).

3. Alaska Cruise Lines Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: D. S. Tysoe) (L.G., April, p. 369).

4. The St. Lawrence Seaway Authority, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officers: F. J. Ainsborough and T. B. McRae) (L.G., March, p. 257).

### Conciliation Boards Appointed

1. Hamilton Shipping Company Ltd., Yorkwood Shipping & Trading Co. Ltd. and the Hamilton operations of Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Caledon Terminals Ltd., Pittston Stevedoring Corp. of Canada, and Local 1654, Hamilton, of the International Longshoremen's Association (L.G., March, p. 257).

2. Northland Navigation Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., Oct. 1960, p. 1029).

3. McCabe Grain Company Limited, Edmonton, Alta., and Local 514 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (L.G., Nov. 1960, p. 1140).

### Conciliation Boards Fully Constituted

1. The Board of Conciliation and Investigation established in February to deal with a dispute between Radio Station CJMS



Limited, Montreal, and National Association of Broadcast Employees and Technicians (L.G., April, p. 369) was fully constituted in March with the appointment of His Honour Judge Rene Lippé, Montreal, as Chairman. Judge Lippé was appointed by the Minister on the joint recommendation of the other two members, Gilles Godin and Leo Roback, both of Montreal, who were previously appointed on the nomination of the company and the union, respectively.

2. The Board of Conciliation and Investigation established in February to deal with a dispute between Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Caledon Terminals Ltd., Pittston Stevedoring Corp. of Canada, and Locals 1869 and 1842, Toronto, of the International Longshoremen's Association (L.G., April, p. 369) was fully constituted in March with the appointment of R. G. Geddes, Toronto, as Chairman. Mr. Geddes was appointed by the Minister on the joint recommendation of the other two members, W. J. Whittaker, Toronto, and Drummond Wren, Agincourt, Ont., who were previously appointed on the nomination of the companies and the union, respectively.

3. The Board of Conciliation and Investigation established in February to deal with a dispute between Tippet-Richardson (Ottawa) Limited, Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (L.G., April, p. 369) was fully constituted in March with the appointment of Prof. H. Scott Gordon, Ottawa, as Chairman. Prof. Gordon was appointed by the Minister on the joint recommendation of the other two members, Harry G. Williams and Clifford A. Scotton, both of Ottawa, who were previously appointed on

the nomination of the company and the union, respectively.

4. The Board of Conciliation and Investigation established in March to deal with a dispute between McCabe Grain Company Limited, Edmonton, Alta., and Local 514 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (see above) was fully constituted in March with the appointment of J. D. McFetridge, Edmonton, as Chairman. Mr. McFetridge was appointed by the Minister on the joint recommendation of the other two members, A. G. Kirstine and R. G. Slatter, both of Edmonton, who were previously appointed on the nomination of the company and the union, respectively.

5. The Board of Conciliation and Investigation established in March to deal with a dispute between Hamilton Shipping Company Ltd., Yorkwood Shipping & Trading Co. Ltd. and the Hamilton operations of Eastern Canada Stevedoring Co. Ltd., Cullen Stevedoring Co. Ltd., Caledon Terminals Ltd., Pittston Stevedoring Corp. of Canada, and Local 1654, Hamilton, of the International Longshoremen's Association (see above) was fully constituted in March with the appointment of R. G. Geddes, Toronto, as Chairman. Mr. Geddes was appointed by the Minister on the joint recommendation of the other two members, W. J. Whittaker, Toronto, and Drummond Wren, Agincourt, Ont., who were previously appointed on the nomination of the companies and the union, respectively.

#### Settlement Reached during Board Procedure

Three Rivers Radio Inc., (Station CHLN) and National Association of Broadcast Employees and Technicians (L.G., April, p. 370).

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## N.Y. ILGWU Wins Improved Welfare Benefits on Wage Re-opener

A new two-year contract providing increased retirement and welfare benefits was agreed to last month by the New York city coat-and-suit industry and the International Ladies' Garment Workers' Union. The current contract, not due to expire until May 31, 1962, was scrapped by mutual agreement.

When wage negotiations re-opened last March, the Union proposed to include in the talks a revision of the company-financed retirement fund, which was in difficulties as a result of declining contributions. An increasing number of retirements was straining the actuarial soundness of the program, and some workers were unable to retire at 65 years of age because of the fund's small reserves.

In return for the agreement on benefits, the Union offered to extend the old agreement for another two years. The industry accepted the offer.

Under the new contract, the employers will pay 6 per cent of their payrolls into the retirement fund instead of the former 5½ per cent, and 4½ per cent into the health and vacation fund instead of 4 per cent. Wage increases of 14 cents an hour, covering 45,000 workers, will go into effect on June 12.

# LABOUR LAW

## Legal Decisions Affecting Labour

British Columbia Court of Appeal restores Workmen's Compensation Board order refusing compensation. Manitoba Court of Appeal rules that buyer of assets of bankrupt business is not bound by terms of existing collective agreement

In British Columbia, the Court of Appeal restored a decision of the B.C. Workmen's Compensation Board refusing compensation, and held that the power of the Board to determine whether the death or injury of a workman was caused by an accident arising out of and in the course of employment was exclusive and not reviewable on *certiorari*.

In Manitoba, the Court of Appeal ruled that the Labour Relations Board, in deciding whether the buyer of a bankrupt business was bound by the collective agreement concluded between a bankrupt company and a union, had to decide first whether the buyer was a "new employer" within the meaning of the provision in the Manitoba Labour Relations Act which makes a collective agreement binding on a new employer to whom ownership of a business passes. Such a decision, because it involved the application by the Board of legal principles and considerations going beyond the confines of the Labour Relations Act, was reviewable on *certiorari*.

### British Columbia Court of Appeal...

...rules Workmen's Compensation Board decision made within its jurisdiction is not reviewable

On November 24, 1960, the British Columbia Court of Appeal, allowing the appeal of the British Columbia Workmen's Compensation Board from the decision of Mr. Justice Manson (L.G., Sept. 1960, p. 941), held that the determination of the Board on whether an injury had been caused by an accident arising out of and in the course of employment is, under the Workmen's Compensation Act, a matter for the Board's exclusive consideration and determination and is not reviewable on *certiorari* unless there is an abuse of authority or an excess or declining of jurisdiction on the part of the Board.

Further, the Court held that the Board, in exercising the exclusive jurisdiction conferred upon it by the Workmen's Compensation Act to determine and assess compensation under the Act, is not a court within the meaning of Section 96 of the B.N.A. Act, but a tribunal validly constituted and appointed under the Act of the provincial legislature, although it is subject to *certiorari* in the exercise of its quasi-judicial functions.

Briefly, the circumstances of the dispute were as follows. Farrell, without knowing it, had suffered for some years from aortic stenosis. He suddenly died from that disease on February 26, 1959, while carrying on his ordinary duties as an employee of the North Vancouver General Hospital. The finding of the coroner's jury was that Farrell died "from over-exertion at his work which aggravated a previously unsuspected heart condition." His widow applied for compensation to the Workmen's Compensation Board as a dependent on the ground that his death had been occasioned by personal injury caused "by accident arising out of and in the course of his employment" within the meaning of Section 7 (1) of the Workmen's Compensation Act, and the definition of accident then in Section 2 (1), namely:

"Accident" shall include a wilful and intentional act, not being the act of the workman, and shall include a fortuitous event occasioned by a physical or natural cause.

It was contended that there was evidence before the Board that exertion in the course of employment accelerated Farrell's death. However, the medical advisers of the Board were of the opinion that Farrell "died of natural causes and that his work had only a very minor part, if any, in the fatal termination and that the fatal termination cannot be considered medically as a board responsibility."

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

The Board advised the widow on July 28, 1959 that it had been unable to approve the application for the reason that her husband died from natural causes and not as a result of an accident arising out of his employment.

The widow then moved for a writ of *mandamus*, with *certiorari* in aid, to require the Board to pay her compensation pursuant to Section 18 of the Workmen's Compensation Act.

On May 30, 1960, Mr. Justice Manson of the British Columbia Supreme Court quashed the decision and ordered the Board to assess and pay compensation to the widow. Mr. Justice Manson was of the opinion that the Board proceeded upon a misapprehension in law as to the meaning of the word "accident" as defined in Section 2 (1) of the Act; that the provisions of the Act, granting the Board exclusive jurisdiction to determine questions of fact and law and making the Board's decision final and conclusive, was ineffective insofar as it would deprive a claimant of the right to have a wrongful decision on the point of law reviewed and quashed by the courts; that the Board, being a judicial tribunal, should have its members appointed by the Governor General in Council. Consequently, the provisions of the Act authorizing the Lieutenant-Governor in Council to appoint the members of the Board were *ultra vires*. This decision was appealed by the Board.

In the Court of Appeal, Mr. Justice Davey, dealing with the submission that the Board abused its authority and exceeded or declined its jurisdiction by arbitrarily and unreasonably rejecting a lawful claim for compensation under Sections 7 (1) and 18(2) of the Act and the definition of accident, held that a close examination of the material before the Board failed to show any defect of jurisdiction or abuse of authority.

In a case such as the one under review, the distinction between compensable injury and non-compensable disease may be very narrow, but the duty of deciding the question finally and conclusively is cast upon the Board. In order to succeed, the claimant would have to show that the Board's decision was "so unreasonable that no reasonable authority could have ever come to it" (*Associated Provincial Picture Houses, Ltd. v. Wednesday Corpn.* (1948), 1 KB 223, (1948) LJR 190, (1947) 2 ALL ER 680).

It could not be said, however, that the Board acted arbitrarily or that no reasonable authority could have ever come to the decision that the Board reached on the narrow point before it. What the claimant was seeking under the guise of *certiorari*

and *mandamus* was a right of appeal from the decision of the Board, a right which the Act did not give her.

Finally, Mr. Justice Davey dealt with the ruling of Mr. Justice Manson that Section 76 (1) of the Act giving the Board exclusive authority to finally and conclusively decide questions of law was *ultra vires* and beyond the authority of either Parliament or the provincial legislature because it deprived claimants of their inherent and constitutional rights under the B.N.A. Act to have recourse to the traditional courts of law to determine the substantial questions of law upon which their claim rests. In Mr. Justice Davey's opinion, generally people ought to be permitted to have recourse ultimately to the traditional courts of law to determine substantial questions of law upon which their rights rest. However, so far as policy is concerned, that is for the legislature, not judges, to decide, and so far as law is concerned, the current of authority upholding legislation, such as Section 76, is so strong that only the Supreme Court of Canada could reverse it.

According to Mr. Justice Davey, the scheme of the Workmen's Compensation Act is clearly within the legislative competence of the province. The Act has entrusted the administration of the scheme to the Board and for that purpose it has invested the Board with the power of deciding questions of law and fact arising within the ambit of the Act.

Broadly speaking, the Board's judicial functions arising in the course of its administration of the Act fall into two classes: (1) the determination of the persons liable to the assessments authorized by the Act; (2) the disposition of claims for compensation and the determination of the amounts to be awarded upon them. Those questions are between the Board and the person with whom it is immediately dealing; the other party to the employment contract, employer or workman, as the case may be, is not a necessary or usual party. If the Board levies an assessment, it collects the moneys and holds this money as its own property. If it awards compensation, it pays it out of its own proper funds. The Board decides its own right and its own liability in those cases. It is not an independent and impartial tribunal resembling the courts mentioned in Section 96 of the B.N.A. Act, which exercise jurisdiction over the claims of contending strangers. Thus the Board's judicial functions are quite different from the jurisdiction exercised by the conventional courts of justice mentioned in Section 96 of the



B.N.A. Act. Therefore, concluded Mr. Justice Davey, the Board is not exercising the type of jurisdiction belonging to the courts whose judges must, under Section 96 of the B.N.A. Act, be appointed by the Governor-General.

Mr. Justice Coady, in his supporting judgment, referred, among other things, to Mr. Justice Manson's ruling that the Board was assuming a jurisdiction it did not possess or exceeded its jurisdiction in denying compensation.

Section 76 of the Workmen's Compensation Act provides:

S. 76 (1) The Board shall have exclusive jurisdiction to inquire into, hear, and determine all matters and questions of fact and law arising under this Part, and the action or decision of the Board thereon shall be final and conclusive and shall not be open to question or review in any Court, and no proceedings by or before the Board shall be restrained by injunction, prohibition, or other process or proceeding in any Court or be removable by *certiorari* or otherwise into any Court; and without restricting the generality of the foregoing the Board shall have exclusive jurisdiction to inquire into, hear, and determine:

(a) The question whether an injury has arisen out of or in the course of an employment within the scope of this Part.

In Mr. Justice Coady's opinion, the question of determining whether "an injury has arisen out of or in the course of an employment is within the scope of this Part" is one exclusive for the Board under Section 76 (1), and not open to review upon *certiorari* unless there was some defect of jurisdiction based on some excess of, abuse of or declining of jurisdiction, or violation of essentials of justice. By Section 76 (1) the Board is given exclusive jurisdiction to decide the very matter which in the case at bar the Board did decide. So long as it keeps within the jurisdiction granted, it matters not whether that decision is one of law or fact, or of mixed fact and law, and whether right or wrong, that decision is final and not open to attack on *certiorari*.

Further, Mr. Justice Coady noted that in the *Battaglia* case (*Battaglia v. Workmen's Compensation Board*, L.G., Sept. 1960, p. 939), the Court held that the Board did exceed its jurisdiction. There the Act provided that the certificate of the medical specialist was binding on the Board. The Board refused to accept it as such and thereby assumed a jurisdiction that was not theirs by refusing to accept it as final in disregard of the express provisions of the statute. It was held that the Board assumed a jurisdiction it did not possess and consequently the order was open to review, though on the face of the return as originally made, no error in law appeared.

In the case at bar, Mr. Justice Coady continued, the trial judge held that the Board proceeded upon misapprehension of the law as to the meaning of the word "accident" and consequently assumed a jurisdiction by a wrongful interpretation of the statute. Counsel for the claimant submitted that considering the definition of "accident" appearing in the statute, the decision of the Board was so unreasonable and arbitrary and so contrary to the statute that it fell into the category of cases relating to want of or excess of jurisdiction. Further, counsel claimed that the authority of the Board under Section 76 (1) (a) was given to the Board on the assumption that this authority would be exercised in accordance with the statute. Consequently, in case of a wrongful decision unreasonably and arbitrarily made in disregard of the express provisions of the statute, such decision is subject to review.

Counsel relied in this respect on the evidence given at the coroner's inquest, the opinions expressed by the medical men who gave evidence at the coroner's inquest, the verdict of the jury, and submitted that the Board was clearly wrong in law in deciding that the death did not result from accident, and in so deciding acted unreasonably and arbitrarily and in disregard of the statutory definition of "accident" and in disregard of its duty under Section 7 (1) and (4) and Section 18 (2) of the Act.

Mr. Justice Coady did not accept these arguments. In his opinion, the Board was not bound by the verdict of the coroner's jury nor by the medical opinions given in evidence before the coroner's jury insofar as the jury's finding and the medical opinions bore upon the question of whether death was the result of an accident within the meaning of the statute. There was before the Board further evidence to which the Board gave consideration, such as the consultation with and the receipt of opinions from the medical officers of the Board. In particular, there was the evidence of the chief medical officer and the assistant chief medical officer of the Board, whose affidavits indicated that in their opinion the death was not due to accident but to natural causes. So the Board, on consideration of all the evidence, concluded that the death did not result from accident as defined by the Act.

The Act granted to the Board the sole jurisdiction to decide on claims for compensation. In Mr. Justice Coady's opinion, the supervisory jurisdiction of the court exercisable under *certiorari* is not an appeal jurisdiction. The court may not agree with

the decision of the Board—it may think it wrong—but if the jurisdiction to make the decision existed, the court cannot interfere. Sections 7 and 18 of the Act regarding payment of compensation operate only if the case under consideration is one that in the opinion of the Board is compensable under the Act. The duty to pay arises only after it is shown that death resulted from accident and the Board has concluded on all the evidence before it that the death of the deceased did not arise from an accident as defined by the Act; therefore, the Board's appeal should be allowed.

Mr. Justice Sheppard, dealing with the argument that the Board, in deciding whether there was an injury by accident arising out of the course of employment within Section 7 of the Workmen's Compensation Act, had exceeded its jurisdiction, held that if there was an error in the Board's decision it did not go beyond a mere mistake in fact or law arising in the course of the exercise of the Board's jurisdiction and was not reviewable under *certiorari* by reason of Section 76 (1).

In reference to the contention that Section 76 (1) is beyond the legislative powers of the province, Mr. Justice Sheppard noted that the problem is essentially one of comparing the type of jurisdiction conferred upon the Board under Section 76 of the Workmen's Compensation Act with that exercised by the courts within the purview of Section 96 of the B.N.A. Act. Those jurisdictions, in Mr. Justice Sheppard's opinion, appear to be markedly different. The jurisdiction before the courts within the purview of Section 96 would depend upon a right of action by a workman against an employer for damages for injury based upon fault, actual or statutory. On the other hand, the claim of the applicant under the Workmen's Compensation Act is not a right of action; action is barred, but is a right against a fund, not against an employer, and the right is not dependent upon fault but upon an accident within Section 7 of the Workmen's Compensation Act that may give rise to a claim against the fund by the workman or his dependents.

Further, the setting up of the Board is within the legislative jurisdiction of the province under Section 92 of the B.N.A. Act. In *Hodge v. Reg.* (1883), 9 App. Cas. 117, it was said:

When the British North America Act enacted that there should be a legislature for Ontario, and that its legislative assembly should have exclusive authority to make laws for the Province and for provincial purposes in relation to the matters enumerated in Section 92, it conferred powers not in any sense to be exercised by delegation from or as agents of

the Imperial Parliament, but authority as plenary and as ample within the limits prescribed by Section 92 as the Imperial Parliament in the plenitude of its power possessed and could bestow. Within these limits of subjects and area the local legislature is supreme, and has the same authority as the Imperial Parliament, or the Parliament of the Dominion, would have had under like circumstances to confide to a municipal institution or body of its own creation, authority to make by-laws or resolutions as to subjects specified in the enactment, and with the object of carrying the enactment into operation and effect.

Mr. Justice Sheppard added that in the case at bar, the Board was exercising a judicial function so as to come within the remedy of *certiorari*, but the Board was not exercising a jurisdiction which would bring it within the purview of Section 96 of the B.N.A. Act.

Chief Justice DesBrisay, while agreeing with other judges in their determination of other questions, dissented on one ground only. In his opinion, the decision of the Board showed a mistake in law by refusing compensation on the ground that the death in question resulted from natural causes and was not the result of an accident arising out of and in the course of employment.

In his opinion, death is a fortuitous event and if it was occasioned by a natural cause it was by definition an accident for the purposes of the Act. As the Board disregarded the imperative provisions of Sections 2 and 7 (4) of the Act there was error on the face of the record which went beyond a mere mistake in law made in the exercise of jurisdiction. This was an excess of jurisdiction reviewable on *certiorari*, and for this reason the Board's appeal should be dismissed.

The Court of Appeal, in a majority decision, allowed the Board's appeal and restored the Board's decision refusing compensation. *Farrell et al. v. Workmen's Compensation Board*, (1961), 33 W.W.R., Part 10, p. 433.

### Manitoba Court of Appeal...

...upholds ruling that buyer of bankrupt business is not bound by an existing collective agreement

On January 11, 1961, the Manitoba Court of Appeal dismissed a union's appeal from an order of Mr. Justice Bastin of the Manitoba Court of Queen's Bench which had quashed an order of the Labour Relations Board holding the purchaser of a bankrupt business to be bound by a collective agreement concluded between the bankrupt company and its employees (L.G., Feb., p. 158). The Court of Appeal held that the Board's decision that the buyer of

the assets of the bankrupt business was a "new employer" within the meaning of Section 18 (1) (c) of the Manitoba Labour Relations Act was preliminary or collateral to the main issue before the Board, that is, whether the buyer was bound by the existing collective agreement, and was therefore reviewable on *certiorari*.

Further, the Court held that where a business has gone into bankruptcy and another company has purchased from the trustee in bankruptcy most but not all assets of the bankrupt company, the purchaser is not a "new employer" with Section 18 (1) (c) and is not bound by the collective agreement concluded between the bankrupt company and its employees.

Mr. Justice Freedman, rendering the judgment of the Court of Appeal, recalled that the International Molders and Foundry Workers Union of North America, Local 174, was the certified bargaining agent of production and maintenance employees of Trysson Manufacturing Ltd. The Trysson Company entered into a collective agreement with Local 174 with respect to wages and working conditions at the company's plant located in Fort Garry, Man.

On February 3, 1960, the Trysson Company made an assignment in bankruptcy under the Bankruptcy Act. The Canadian Credit Men's Trust Association Ltd. was appointed trustee in bankruptcy and, as such, took possession of the assets of the bankrupt company. The trustee advertised for sale by tender the building and property, equipment and inventory of the Trysson Company, in order to convert these assets into cash for the benefit of creditors. Parkhill Bedding & Furniture Ltd. submitted a tender, which was accepted. As a result, on March 7, 1960, the Parkhill Company acquired most of the physical assets of the bankrupt company, including its plant, equipment and stock, but not its accounts receivable and good will. It then hired some, but not all, of the former employees of the Trysson Company and began to operate the factory.

On May 12, 1960, the union applied to the Manitoba Labour Board for a ruling that its collective agreement with the Trysson Company was now binding on the Parkhill Company by virtue of Section 18 (1) (c) of the Labour Relations Act, which reads as follows:

S. 18 (1) A collective agreement entered into by a certified bargaining agent is, subject to and for the purposes of this Act, binding upon

...  
(c) any new employer to whom passes the ownership of the business of an employer who has entered into the agreement or on whose behalf the agreement has been entered into.

On June 24, 1960, the Board issued Order No. 32, which reads:

That pursuant to and for the purposes of Section 18 (1) (c) of the Act, the business in respect of which a certificate and an agreement existed between Trysson Manufacturing Limited and the International Molders & Foundry Workers Union of North America, Local 174 passed to Parkhill Bedding and Furniture Limited and that the said agreement is in full force and effect and binding upon Parkhill Bedding and Furniture Limited in respect to its Trysson Division.

Then the Parkhill Company moved for an order of *certiorari* to quash this order of the Board. The application came before Mr. Justice Bastin, who quashed the order on the ground that the order declared that "the business . . . passed to Parkhill" whereas the Act, in Section 18 (1) (c), speaks of "the ownership of the business." He concluded that the finding of the Board constituted an error in law evident on the face of the record, and consequently the order had been made without jurisdiction and should be quashed. From that judgment the union appealed.

In Mr. Justice Freedman's opinion, the order of the Board was made without jurisdiction and should be quashed, but for different reasons than the rather technical ground on which Justice Bastin relied.

Mr. Justice Freedman doubted whether there was any difference in substance between a finding of the Board that "the business . . . passed to Parkhill" and a finding that "the ownership of the business . . . passed to Parkhill." The reference to Section 18 (1) (c) in the order made it explicit that the business passed within the meaning of S. 18 (1) (c), in other words, that the ownership of the business passed to Parkhill. Perhaps it would have been better if the precise terminology of the Act had been employed, but to say that because the Board deviated slightly from the words used in the Act it lost whatever jurisdiction it may have had, is to exalt form to the point where it destroys the substance and spirit of the Act. Besides, Section 52 says: "No proceeding under this Act shall be deemed invalid by reason of any defect in form or any technical irregularity."

In applying to the Board for a ruling that the collective agreement here in question was binding on the Parkhill Company, the union invoked Section 59 (1) (c) of the Act, which reads as follows:

S. 59 (1) Where in any proceeding before the board or otherwise in the course of the administration of this Act a question arises under this Act as to whether

...  
(c) in any case, a collective agreement has been entered into, and the terms thereof, and the persons who are parties to or are bound by



the collective agreement or on whose behalf the collective agreement was entered into...the board shall decide the question and its decision shall be final and conclusive for all the purposes of this Act.

This Section contains the privative clause, which does not go so far as that in the Ontario Act, where the revision of the Board's decision in *certiorari* proceedings is expressly excluded. But even so the Court's power of review "is limited to examining the record to determine whether there was any evidence before the inferior tribunal." (*Re Ontario Labour Relations Board, Bradley et al. v. Canadian General Electric Co. L.G. 1957, p. 860*).

In the *Safeway* case (L.G. 1953, p. 1170), Mr. Justice Cartwright of the Supreme Court of Canada said that "On the evidence before it, it was open to the Board to come to the conclusion" that it did, and that since such a decision was final he did not find it necessary to consider whether he would have reached the same conclusion as did the Board. Applying that standard to the case at bar, Mr. Justice Freedman thought that it was not possible to overrule the decision of the Board on that ground, for there was certainly *some* evidence before it upon which it reached the conclusion that the collective agreement was binding on the Parkhill Company. He said the Court cannot sit in appeal on the Board's decision because "the Board has a right to be wrong, provided it acts within its jurisdiction." Therefore, the only question properly arising on this *certiorari* application was whether the Board, making its decision, acted within its jurisdiction. In Mr. Justice Freedman's opinion, the Board's order was made without jurisdiction.

Before the Board could make a final decision under Section 59 (1) (c), it had to answer the question raised in Section 18 (1) (c), namely, whether the Parkhill Company was a new employer to whom the ownership of the business of the Trysson Company had passed. Was this latter question regarding ownership a preliminary or collateral question, or was it part of the main issue which the Board had to decide.

If the question was part of the main issue, then the Board had exclusive jurisdiction to deal with it, and its decision would not be subject to review in *certiorari* proceedings. If, on the other hand, the question was preliminary or collateral, then a different situation would arise. For the Board cannot give itself jurisdiction by a wrong decision on a preliminary or collateral point upon which the limit to its jurisdiction depends (*Bunbury v. Fuller* (1853), 9 Exch.

111 at p. 140, 156 E.R. 47). An error by the Board on such a point is reviewable by the Court on *certiorari*.

Classification of a matter as preliminary or collateral is not always easy. In order to find out any general principle that might be applied to the case at bar, Mr. Justice Freedman analyzed six court decisions.

In three of these, it was held that the issue before the Board was part of the main question which the Board had to decide. (*Re Ontario Labour Relations Board, Bradley et al. v. Canadian General Electric Co. L.G. 1957, p. 860*); *Labour Relations Board and Attorney-General of B.C. et al. v. Traders' Service Ltd.* (L.G. 1959, p. 58); *Re United Mine Workers of America, Dist. No. 26* (L.G., August 1960, p. 832). In these cases it was held that the Board's decisions were final and not reviewable in *certiorari* proceedings.

In three other decision it was held that the issue concerned was a preliminary or collateral question and therefore reviewable in *certiorari* proceedings (*Re Workmen's Compensation Act & C.P.R.* (L.G. 1950, p. 895); *Re Lunenburg Sea Products Ltd., Re Zwicker* (L.G. 1947, p. 381); *The King v. Labour Relations Board (N.S.)* L.G. 1951, p. 1697).

He found on examination of the three cases, where it was held that the issue concerned was preliminary or collateral, that the point for determination involved an examination of legal principles and considerations that went beyond the simple confines of the statute under which the Board operated. Thus, in *Re Workmen's Compensation Act & C.P.R.*, the preliminary question that the Workmen's Compensation Board had to decide was whether the injured person claiming compensation was a workman within the meaning of the Workmen's Compensation Act. This could not be determined by the Board by reference to the Workmen's Compensation Act (over which the Court acknowledged the Board to be sovereign), but rather by the Board's applying the general law applicable to master and servant.

In the *Lunenburg* case, the Board had exclusive jurisdiction to grant certification as bargaining agent, but the Board had first to decide the preliminary question whether the crew members of certain fishing vessels were employees within the scope of the Labour Relations Act. That question had to be decided by reference to the law of partnership—an area outside the scope of the statute over which the Board's jurisdiction was final. A wrong decision in this area could be reversed by the Court on *certiorari*.

In *The King v. Labour Relations Board*, the Board had to determine whether policemen were employees under the Nova Scotia Trade Union Act before dealing with an application of a policemen's association for certification. The court, in *certiorari* proceedings, held that the question of the status of policemen was preliminary or collateral because it could be determined only by an examination of law outside the four corners of the Trade Union Act and thus was reviewable on *certiorari*.

The principle that was applied in these three decisions could, in Mr. Justice Freedman's opinion, apply to the case at bar. Before the Board could determine whether the collective agreement was binding on the Parkhill Company, it had first of all to consider whether that company was a "new employer" to whom had passed the business of the Trysson Company. That question involved something more than the provisions of the Labour Relations Act. It involved a consideration of the law pertaining to bankruptcy, to the effect of bankruptcy on contracts of workmen, the powers of a trustee in bankruptcy and the title acquired by a purchaser of assets, including the question whether the title may be encumbered by obligations under a collective agreement. Consequently, the question whether the purchaser was a new employer to whom had passed the ownership of the business was a preliminary or collateral question because it involved a consideration of legal principles outside the Labour Relations Act. The Board had first to deal with this preliminary or collateral matter before it could proceed to adjudicate on whether the collective agreement was binding. On such a collateral question, the Board could be right or wrong, but since this was a preliminary or collateral matter, the Board's decision on this point would be subject to review by the court.

The next point to be decided by the Appeal Court was whether, in the case under review, the Board, deciding the preliminary or collateral issue, arrived at the right or wrong decision. In Mr. Justice Freedman's opinion, the decision was wrong. The sale under consideration was not a sale of a business as a going concern by a vendor to a purchaser. Bankruptcy had intervened and a new situation had arisen. Following the assignment, the trustee went into possession. Only some of the employees were retained for the taking of inventory and housekeeping duties until such time as the assets might be sold. These employees were expressly hired on a day-to-day basis and paid by the trustee. Later, in response to the advertisement, Parkhill Company submitted a tender that was accepted. It became the owner of most, but not of all, the former assets. In addition, good will and accounts receivable were excluded from the purchase. Parkhill Company then took over the plant. Those former employees who were re-hired signed new job applications with the Parkhill Company before they began their new duties.

Considering all these circumstances, Mr. Justice Freedman was of the opinion that when the Parkhill Company purchased the assets from the trustee in bankruptcy, it did not acquire them subject to the burden of a collective agreement between the Trysson Company and the union and did not become a new employer. By deciding erroneously on the preliminary or collateral question, the Board gave itself jurisdiction to declare that the collective agreement was binding upon the Parkhill Company. The Board's order was made without jurisdiction and therefore must be quashed.

The Court dismissed the union's appeal with costs. *Parkhill Bedding and Furniture Ltd. v. International Molders & Foundry Workers Union of North America, Local 174 and Manitoba Labour Board*, (1961) 26 D.L.R. (2d), Part 8, p. 589.

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## 1960 Edition Now Available of "Provincial Labour Standards"

A new edition of the Department of Labour annual bulletin, *Provincial Labour Standards*, dated December 1960, is now available.

This publication covers provincial standards with respect to child labour, holidays, hours of work, minimum wages, equal pay for equal work, fair employment practices,

weekly rest day, and workmen's compensation.

Changes during 1960 in provincial laws and regulations are recorded in the bulletin. The changes are summarized in the booklet's foreword.

Copies of this publication (Catalogue No. L2-7/1960) may be obtained from the Queen's Printer, Ottawa, at 25 cents each.

# Recent Regulations, Federal and Provincial

Federal "Tackle Regulations" revised and Quebec minimum wage orders amended. Other amendments deal with first-aid requirements under Ontario Workmen's Compensation Act, and warning symbols required by Atomic Energy Control Board

The federal "Tackle Regulations," which are designed to protect workmen engaged in loading or unloading ships, have been re-issued with some changes.

In Quebec, amendments to the general minimum wage order set a minimum of 56 cents an hour in Zone I and of 52 cents in Zone II for students and for learners during the first six months of employment. Taxi undertakings were brought under the order for hotels, restaurants, hospitals and real estate undertakings and a minimum of 70 cents an hour in Zone I and of 64 cents in Zone II was set for such workplaces. The coverage of the vacation order was extended to most salesmen paid on a commission basis.

Other amendments deal with first-aid requirements under the Ontario Workmen's Compensation Act, radiation warning symbols required by the Atomic Energy Control Board, and new requirements under the Ontario gas transmission and distribution pipe line code.

## FEDERAL

### Atomic Energy Control Act

The Atomic Energy Control Board has issued Order No. 1/605/61, Radiation Warning Symbol Order, under the authority of the Atomic Energy Control Regulations. It was gazetted February 22.

This order approves a radiation warning symbol to be affixed to equipment or material where the quantity of any prescribed radioactive substance is in excess of the scheduled quantity, as required by Section 605 of the regulations.

### Canada Shipping Act

New Tackle Regulations, issued under the Canada Shipping Act, and authorized by P.C. 1961-188, were gazetted February 22, 1961. They revoke previous regulations, issued under the authority of P.C. 1954-1813, and amended by P.C. 1958-1220.

These regulations are designed to protect against accident workers employed in loading or unloading ships. They apply to any ship engaged in Canada in loading or unloading or handling cargo, bunker coal, ship's stores, ship and cargo fittings; any shore-based derrick, crane or similar equipment and related gear used in the processes mentioned; and any area on shore which is

within the scope of such a derrick, crane or other hoisting equipment, together with the approaches to the area, but excluding sheds, warehouses and any part of a wharf forward or aft of the ship's mooring lines. Certain specified vessels are exempt.

The regulations are in six parts. Part I sets out four categories of persons involved in different aspects of loading and unloading of ships, and requires each category to comply with that specified part of the regulations (Part II, III, IV or V) which governs its activities.

The person who has general management and control of a wharf or part of a wharf must comply with Part II of the regulations. This part sets out safety requirements in connection with approaches over a wharf to a working place, a working place on shore, life saving equipment, first aid and other matters.

The owner, master or officer in charge of a ship must comply with Part III. This part includes safety provisions concerning means of access for workers to holds aboard ship and also between a ship and a wharf, boom, raft, crib or scow.

The owner of cargo gear, or, in the case of cargo gear on a ship not registered in Canada, the master, must comply with Part IV. Safety provisions in this part are designed to ensure the safe condition and operation of cargo gear, lifting machinery and equipment.

The person, or his agent or workers, loading or unloading a ship must comply with Part V. Included in this part are safety provisions with respect to working procedures, operation of equipment and transportation of workmen by water.

Part VI of the regulations is general in scope. Its provisions forbid interference with safety precautions, prohibit anyone from requiring an employee to work under specified dangerous conditions, and require an employer to report to an inspector any serious accident. It also provides that the owner, master or officer in charge of a ship, or the owner of cargo gear, must produce on demand of an inspector, steamship inspector, or other authorized person, registers recording inspections, tests and related information in connection with equipment.



Schedules appended to the regulations deal with tests and proof loads, heat treatment, qualifications of competent persons, and first aid boxes or cupboards.

## PROVINCIAL

### New Brunswick Elevators and Lifts Act, New Brunswick Factories Act

A proclamation issued by the Lieutenant-Governor of New Brunswick and gazetted March 29 stated that the Elevators and Lifts Act, which was enacted in 1960, will come into force on June 1.

Another proclamation gazetted the same day declared that an amendment to the Factories Act repealing the provision dealing with elevator safety will also go into force on June 1.

### Ontario Energy Act

Regulations issued under the Ontario Energy Act were gazetted March 11 as O. Reg. 48/61, amending the gas transmission and distribution pipe line code, O. Reg. 20/60 (L.G., April 1960, p. 375).

The new provisions require that every company transmitting or distributing gas must file its plan of operating and maintenance procedures with the Department of Energy Resources on or before May 1, 1961. Formerly, the regulations specified that such a plan had to be filed with the Ontario Energy Board but a definite date was not given. Any modification to the plan must be filed with the Department when the change is made.

A new enforcement provision now incorporated in the regulations provides that if a company fails to file a plan of operating and maintenance procedures it may not install any new service during the period of non-compliance.

### Ontario Workmen's Compensation Act

Regulations made by the Ontario Workmen's Compensation Board amending the schedule of industries subject to the collective liability section of the Act and the first-aid requirements were gazetted on March 4 and March 18 as O. Reg. 38/61 and O. Reg. 52/61, respectively.

All types of logging are now covered, whereas previously the schedule listed only pulp-logging and saw-logging.

Under the new first-aid provisions every establishment in which up to five workmen are employed must be provided with a first-aid box containing the articles specified. This box is to be in charge of an employee with some knowledge of first-aid who works

in the immediate vicinity of the box. Previously, this rule applied to establishments where up to 15 workmen were employed.

Under the new regulations an employer employing six to fifteen workmen in any establishment must ensure that the required first-aid box is in charge of an employee who holds a St. John Ambulance Senior First Aid Certificate or its equivalent and works nearby. Formerly, this requirement applied to establishments with more than 15 and fewer than 200 workmen. Another difference was that employers were required to provide such workplaces with a stretcher and a blanket as well as a first-aid box containing the articles listed.

Another new provision states that where a workman is operating heavy construction or maintenance equipment in a place where the first-aid box at the field office or station is not readily available in case of accident, the employer must provide the machine with the alternate first-aid kit prescribed in the regulations.

### Quebec Minimum Wage Act

Amendments to the vacation order (No. 3, 1957), the general minimum wage order (No. 4, 1960) and the order for hotels, restaurants, hospitals and real estate undertakings (No. 40, 1960), approved by O.C. 525 of February 28, were gazetted on March 11 to take effect from date of publication.

#### Order No. 3, 1957

The coverage of the vacation order was amended to delete from the list of exemptions salesmen or other employees paid in whole or part by commission, share in profits, or bonus who habitually work outside the employer's establishment and whose hours are not controlled by him. As a result, these persons will now be entitled to a week's vacation with pay after a year's continuous service with one employer. Salesmen paid entirely by commission who worked less than three months for an employer are still excluded, however.

#### Order No. 4, 1960

University and high school students, previously exempted, are now subject to the general order and must be paid a minimum of 56 cents an hour in Zone I (Metropolitan Montreal) and 52 cents in Zone II (elsewhere in the province).

Another new provision set minimum rates for learners during the first six months of employment. Such persons must be paid at least 56 cents an hour in Zone I and 52 cents in Zone II. Previously, these rates were payable only to pieceworkers during the first six months of employment.

The coverage of Order 40 was amended to include college and high school students, who had previously been exempted, and taxi undertakings, which formerly had been deemed to be within the scope of the general order.

The minimum for students employed in hotels, restaurants, hospitals or real estate undertakings is the same as under Order 4, 56 cents in Zone I and 52 cents in Zone II.

Employees in taxi undertakings must be paid at least 70 cents an hour in Zone I and 64 cents in Zone II. The regular work week for these employees is 54 hours in Zone I and 60 hours in Zone II. The minimum for the majority of other employees subject to the order is 64 cents in Zone I and 60 cents in Zone II. Both rates are based on a 54-hour week.

The maximum charge for a week's board and lodging has been raised from \$10 to \$13.50. The charge for a single meal remains 50 cents and for a week's lodging \$3.

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## Safety Regulations under U.S. Walsh-Healey Public Contracts Act

The United States Secretary of Labor has issued under the Walsh-Healey Public Contracts Act regulations to provide a uniform code of safety and health standards applicable to work on federal supply contracts subject to that Act. The regulations, which were published in the Federal Register on December 28 and came into effect on January 27, 1961, set out certain minimum safety and health standards.

The Walsh-Healey Public Contracts Act governs federal supply contracts exceeding \$10,000. It contains provisions with respect to minimum wages, maximum hours, child labour, and the protection of employees against dangerous, hazardous, or unsanitary working conditions.

The Act does not authorize federal regulatory power over private business or employment but empowers federal agencies to fix the terms with which contractors supplying goods to the Government must comply. It applies only to contractors who voluntarily compete for government contracts. Its purpose is to use the government's tremendous purchasing power to raise labour standards.

The Act requires that each contract negotiated by any federal agency for the manufacture or furnishing of materials, supplies, articles and equipment in excess of \$10,000 must contain, among other provisions, a stipulation that

no part of such contract will be performed nor will any of the materials, supplies, articles, or equipment to be manufactured or furnished under said contract be manufactured or fabricated in any plants, factories, buildings or surroundings or under working conditions which are unsanitary or hazardous or dangerous to the health and safety of employees engaged in the performance of the contract.

Compliance with the safety, sanitary and factory inspection laws of the State in which the work is to be performed is suffi-

cient evidence of compliance with the foregoing provision unless the contrary is proved.

The new regulations represent an updating of requirements that have been in effect for many years in the form of a guide to contractors. Prior to the issuance of these regulations the Department of Labour, to establish that a contractor was not fulfilling his obligations, had to submit proof from experts that unsanitary, hazardous or dangerous working conditions existed in the performance of a contract. Under the new regulations, the Department will not need to submit expert evidence; failure to comply with the new regulations will be considered to result in working conditions which are unsanitary, hazardous or dangerous to employees.

The new regulations set out safety requirements relating to buildings; machinery, tools, equipment and supplies; personal protective equipment and special atmospheric hazards; the general health and comfort of employees; and mining.

Provisions concerning buildings deal with structural safety generally, floors, exits, stairways and railings, guarding of floor openings, open-sided floors, platforms and runways, aisles and passageways, elevators, pressure vessels, housekeeping, and fire prevention.

With respect to machinery, tools, equipment and supplies, safety requirements deal with mechanical power transmission apparatus, including detailed specifications in connection with guard standards for such apparatus. Likewise, the regulations contain specific provisions with respect to the type of guards that are to be provided in connection with lathes and automatic screw machines, drill presses, planers and shapers, shears, power driven guillotine cutters, power presses, foot presses, platen presses,

abrasive wheels, revolving drums and cylinders, and woodworking machinery. Other provisions concerning matters in this group relate to portable electric power tools, portable pneumatic tools, cables, ropes, chains and ladders, electrical installation and equipment, flammable liquids, paints and painting, and material storage.

Regulations in connection with personal protective equipment deal with protection from eye hazards; radiation, mechanical irritants, or substances which may cause injury or impairment to the body through skin or mucous membrane absorption; welding and cutting hazards. In regard to special atmospheric hazards in the working environment the regulations establish threshold limit

values for toxic gases, vapors, fumes, dusts and mists.

Provisions regarding the health and comfort of employees deal with toilet facilities and wash rooms, lunch rooms and food handling, drinking water, medical services (including first aid), illumination and general ventilation.

In regard to mining, the regulations adopt by reference as the safety and health standard required for observance in bituminous coal and lignite mining the Federal Mine Safety Code for Bituminous Coal and Lignite Mines of the United States, Part I—Underground Mines, and Part II—Strip Mines, as published by the Bureau of Mines, United States Department of Interior.

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## President's Committee on Equal Employment Opportunity

On March 6, President John F. Kennedy issued an Executive Order creating the President's Committee on Equal Employment Opportunity. The new Committee combines two former committees, one relating to employment on government contracts and the other to employment policy in the Federal Government.

The duties of the Committee are "to promote and ensure equal opportunity for all qualified persons, without regard to race, creed, color, or national origin, employed or seeking employment with the Federal Government and on government contracts."

The chairman of the Committee is Vice-President Johnson. The Secretary of Labor, who is Vice-Chairman, is given general supervision and direction over the work of the Committee and is responsible for the implementation of equal employment policies.

Other members of the Committee include: the Chairman of the Atomic Energy Commission, the Secretary of Commerce, the Attorney General, the Secretary of Defense, the Secretaries of the Army, Navy and Air Force, the Administrator of General Services, the Chairman of the Civil Service Commission, and the Administrator of the National Aeronautics and Space Administration. The order also provides for the appointment of an *ex-officio* member to act as Executive Vice-Chairman and the Assistant Secretary of Labor, Jerry R. Holleman, has been appointed to this position.

The order directs all departments and agencies of the Federal Government to review current employment practices and submit a report to the Executive Vice-Chair-

man within 60 days. After studying these reports, the Committee will make a report to the President, assessing the current situation and recommending positive measures to secure the objectives of the order.

Unless exempted by the Committee, every contracting agency must include a non-discrimination clause in every contract or purchase order. Contractors and subcontractors engaged in federal government contract work must agree not to discriminate against any employee or applicant for employment because of race, creed, color or national origin.

Contractors and subcontractors are also required to file Compliance Reports with the contracting agency, which will be subject to review by the Committee upon request.

In addition, a contractor or subcontractor may be asked to file with his Compliance Report a statement by an authorized officer or agent of a union with which the bidder deals, to the effect that the union has no discriminatory practices or policies and will co-operate in the implementation of the provisions of the order.

Penalties are provided for non-compliance with the order. If a contractor or subcontractor fails to comply with the non-discrimination provisions, his contract may be cancelled and he may be debarred from further government contracts until the Committee is satisfied that his employment and personnel practices are in compliance. In case of serious violation, the Committee may ask the Department of Justice to start injunction proceedings against the offending individual or organization.



# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Number of claimants for unemployment insurance at end of February 3 per cent higher than at end of January, 7 per cent higher than year earlier, statistics\* show. Seasonal benefit claimants increase in month but regular claimants down

Claimants† for unemployment insurance benefit on February 28 numbered 872,800, an increase of 3 per cent over the total of 846,900 registered on January 31, and 7 per cent over the figure of 814,200 on February 29, 1960.

Seasonal benefit claimants, included in these totals, numbered 249,600 at the end of February this year, 20 per cent more than the 205,000 on January 31 and 15 per cent more than the 217,000 in February 1960.

Claimants for regular benefit, however, showed a slight decline during the month and were only 4 per cent higher than at the end of February the previous year.

Of the claimants recorded on February 28, almost three-quarters had come on claim since December 1, 1960; of these, less than 20 per cent were women, although of those who came on claim before that date, the 13 weeks and over group, more than 25 per cent were female.

At February 28, the average number of weeks on continuous claim was about 10 weeks; for women, it was over 12 weeks.

### Initial and Renewal Claims

A total of 234,600 initial and renewal claims were filed during February. This is one third less than the 344,200 filed in January; in February 1960, there were 240,300 claims. The monthly decline in initial claims was 35 per cent; in renewals, 24 per cent.

Of the 166,700 initial claims in February, some 60,000 are estimated\* to have come from persons terminating their benefit rights and requesting re-establishment, under either the regular or the seasonal benefit provisions, and do not represent new cases of separation from employment during the month.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process.

\*This estimate is based on an examination of claim documents filed, processed, and forwarded to the Dominion Bureau of Statistics during February.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants."

The incidence of claims from persons seeking re-establishment rises during the seasonal benefit period, since termination of regular benefit constitutes the basis for an extension under seasonal benefit, Class B. More rigid requirements are applied when seasonal benefit is not operative, and this lowers the probability that another claim will be submitted immediately.

The failure rate on initial claims processed in February was 9.0 per cent, down from 10.8 per cent for January and 9.8 per cent for February 1960.

### Beneficiaries and Benefit Payments

For February the average weekly estimate of beneficiaries was 737,400, an increase of 10 per cent over the January estimate of 672,500. The estimate for the previous February was 677,300.

Benefit payments amounted to \$71.0 million during February, as against \$67.7 million in January and 62.6 million in February 1960.

The average weekly benefit was \$24.07 in February, \$23.96 in January, and \$22.00 in February 1960.

### Insurance Registrations

Reports from local offices of the Unemployment Insurance Commission for February showed that insurance books or contribution cards had been issued to 5,091,257 employees who had made contributions to the Unemployment Insurance Fund since April 1, 1960.

\*See Tables E-1 to E-4 at back of this issue.

On February 28, 1961, registered employers numbered 332,751, a decrease of 56 since January 31, 1961.

### Enforcement Statistics

During February, 5,791 investigations were conducted by enforcement officers across Canada. Of these, 2,666 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 145 were miscellaneous investigations. The remaining 2,980 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions\* were begun in 245 cases, 29 against employers and 216 against claimants. Punitive disqualifications\* as a result

of false statements or misrepresentations by claimants numbered 2,536.

### Unemployment Insurance Fund

Revenue received in February totalled \$27,874,700.13 compared with \$30,498,370.12 in January and \$24,841,607.92 in February 1960.

Benefits paid in February were \$70,988,923.23 compared with \$67,660,186.87 in January and \$62,585,968.43 in February 1960.

The balance in the Fund on February 28 was \$240,627,927.00; in January, it was \$283,742,150.10, and on February 29, 1960 it was \$408,141,026.81.

## Decisions of the Umpire under the Unemployment Insurance Act

### Decision CUB-1816, February 17, 1961

**Summary of the Main Facts:** The claimant filed an initial application for benefit on September 13, 1960, and was registered for employment as a labourer. He stated that he had worked as a waiter at a hotel from March 1960 to September 10, 1960, when his employment terminated for the following reason: "Laid off temporarily—breaking in a new man. Capable and available for work."

The employer reported that the reason for the separation was that the claimant was "Repeatedly drunk on duty."

In view of the conflicting statements regarding the cause of the separation, the local office, on September 19, 1960, requested further information from the claimant. He replied on September 22, 1960, as follows:

When I was laid off I was told they were breaking in a new man. I telephoned the employer on the 21 September after receiving this letter and he told me to come to see him on the 26 September.

As far as being drunk on duty is concerned, the employer may be referring to the day after I was laid off, when I went to see him to get my book after having a few drinks. It is a known fact that all waiters drink some.

On the evidence before him, the insurance officer disqualified the claimant from receipt of benefit for the period September 11, 1960 to October 22, 1960, because, in his opinion, the claimant had lost his employment by reason of his own misconduct (section 60 (1) of the Act).

\*These do not necessarily relate to the investigations conducted during this period.

The local office asked for an elaboration of the particulars regarding the separation, namely, "What was the date on which the last incident of this nature occurred?" and "By whom was the claimant seen in this condition?" The employer replied on September 23, 1960: "Named person was repeatedly drunk, and was many times warned about it."

The claimant appealed to a board of referees on October 4, and on October 11, 1960 wrote to the local office as follows:

I wish to inform you that I was called back to work on October 10, Thanksgiving Day, to [the hotel] and did work there 10 hours that day. This, I think, is in line with what I have already told you in my appeal, namely, that I was temporarily laid off, not discharged.

On October 12, 1960, an official of the local office noted that he had called the hotel but the manager would be away another week. The clerk told him that the claimant worked a few hours, relieving, on October 10, 1960 but couldn't say whether he would be re-hired.

The claimant attended the hearing of his case by a board of referees on November 3, 1960. The employer was invited by the local office to be represented at the hearing but no one appeared on his behalf.

The board's decision reads as follows:

The claimant was present at the hearing. He stated he was never drunk on duty. Claimant also stated he was laid off temporarily, and was told to come back the following week. He has since relieved on two occasions at [the hotel], which would indicate that he was not fired. His book was held back for a week.

The majority of the board finds conflicting statements in the submission. As there is an element of doubt, the majority of the board considers that the claimant was laid off as of 10 September 1960 and has not been re-hired.

The majority of the board rules that the disqualification cease on 10 October 1960.

The dissenting member of the board expressed the following opinion:

Claimant appeared before the Board, stated he was not drunk, also stated manager held his book for over a week. Since time of discharge he has been recalled on several occasions on a part-time basis, also stated he was let go because he could not move fast enough. After listening to claimant, I am inclined to believe his side of the story to be true.

The claimant appealed to the Umpire on the following grounds:

On September 12, 1960, when I went to work to pick up my pay the ER advised me that he had some new men to break in in the beverage room as waiters and that I was to take a week off (i.e.) 12-17 September 1960, inclusive, and then to phone him on the 19th of September 1960 for recall date, which I did. I was advised to phone again the following Monday, the 26th of September 1960. The second time I received the letter of disqualification. I took this letter to the Employer but he would not talk to me—he told me he has had no time and rushed away to care for his business. I have since worked for him by his request on 10-13 October, 5-8 November 1960. To my understanding I was laid off, not discharged.

**Considerations and Conclusions:** On the evidence before it, the majority of the board of referees found that the claimant was not dismissed, but was laid off. It found also that the evidence was conflicting. The dissenting member stated that he was inclined to believe the claimant's "side of the story to be true."

In fact, the record is silent regarding the date on which the last incident of the alleged drunkenness occurred and it has not been conclusively established that any specific act of that nature was the proximate cause of the claimant's loss of employment. The only person who could have thrown more light on the matter was the employer, and neither he nor anyone on his behalf appropriately replied to the request of the local office for more specific information or appeared at the hearing before the board, although the local office had invited him to be represented.

In view of the foregoing, I consider that it has not been conclusively proven that the claimant lost his employment by reason of his own misconduct on September 10, 1960.

I consequently decide to reverse the decision of the board of referees and to allow the claimant's appeal.

**Decision CUB-1820, March 17, 1961**

**Summary of the Main Facts:** The claimant, a widow, 62 years of age, filed an initial application for benefit at the National Employment Office in Vancouver on October 19, 1959, and was registered for employ-

ment as a saleslady. She stated in the application that she had worked as a saleslady from October 1958 to April 14, 1959, when she was laid off because of the company's policy not to employ her full-time as she had reached her 60th birthday. She stated also that she had been unemployed "since and on holiday" and that as of October 15, 1959, she had been capable of and available for work. Her rate of pay was \$54.00 a week.

In response to a request from the Commission's Vancouver local office for further information regarding the claimant's layoff, the employer replied on October 29, 1959, as follows:

...we would like to state that [the claimant] was laid off according to company policy. Employees are retired at the age of 60. They may then be rehired each year for a period of ten months. A minimum two-month break each year is compulsory. [The claimant] was on one of these periods...

On February 29, 1960, she filed a renewal application for benefit at Vancouver and showed employment with [the company] in that city from October 1959 to February 27, 1960, when she was again laid off because of the aforementioned policy.

On September 1, 1960, she filed a further renewal application for benefit at the Commission's local office in Hamilton, Ont., and again indicated employment in Vancouver with the said company, this time for the period April 1, 1960 to August 27, 1960, and once more she was laid off for the same reason as previously mentioned. She stated that she intended to remain in Hamilton for the entire month of September 1960, during which period she would be willing to accept employment. She registered for work as a sales clerk.

The insurance officer notified the claimant, by letter, on September 26, 1960, that she was disqualified from receipt of benefit effective August 28, 1960 because, in his opinion, she had failed to prove that she was available for work in that she had so restricted her sphere of employment as to render her not available for work (section 54 (2) (a) of the Act).

The claimant appealed to a board of referees. Her appeal, which was written in Vancouver, was received in the local office of that city on October 5, 1960. It reads:

...I certainly was available for work in Hamilton if they had found me a job. I went to register each week as requested and when I told them on the 19th of September that I was leaving Hamilton for Vancouver the next day, they told me that my cheque would be mailed on to me as my claim had not been received from Vancouver. I registered back in Vancouver on September 23rd and find my benefit is suspended...I started back to work...on Monday Oct. 3rd.



The claimant attended the hearing of her case by a board of referees in Vancouver on November 2, 1960, and gave evidence.

The unanimous decision of the board reads:

...There is no doubt in this case claimant was unemployed through no fault of her own and the Board must accept her statement regarding her availability and desire for work. However, the Board must agree with the insurance officer that for the period while she was in Hamilton she could not be considered available for work within the meaning of the Act because she was restricting her availability for a very limited period. The Board, however, must agree that the claimant was available for work within the meaning of the Act from 23 September 1960.

Therefore, while we agree with the decision of the insurance officer who imposed an indefinite disqualification from 28 August 1960 under section 54 2) (a) of the Unemployment Insurance Act, we will on the above statements from claimant, terminate this disqualification as of 22 September 1960.

In a letter dated November 16, 1960, for the attention of the Hamilton local office of the Commission, the claimant stated:

On September 1st, 1960, I registered at your office for a job or benefits. After going to different units I was told to report on September 12th, which I did and they told me my claim had not come through from Vancouver yet and to report on September 19th which I did and the young lady at the counter told me my claim was upstairs but was not ready until the following week. I told her I was leaving for Vancouver before that day. So she took me over to see a man who was at a desk and he said for me to report to the U.I.C. in Vancouver when I arrived home, which was the 23rd of September. The man in Hamilton said my cheque and insurance book would be mailed on to me, but it was not. Instead, to my surprise, I was told at the office here that my claim had been suspended by someone in Hamilton... I was available for work while I was down there if you had found me one. I was not on holiday or leave of absence from [the company] or did I receive any pay for that period—therefore, I think I am entitled to my benefits for those weeks. I know other people who go to other cities for short periods and draw their benefits so what is the difference about my claim? I was paid here for the period I registered on my return. I was also told by one of the employees of the U.I.C. here [Vancouver] before I left for Hamilton that I was

entitled to my benefits down there just as I would be here if I registered as soon as I arrived and I did.

I trust you will look after this claim and forward my cheque.

I am enclosing a copy of the appeal.

Upon being questioned, neither the Hamilton nor the Vancouver local offices had any recollection of the matter referred to in the claimant's letter of November 16, 1960.

The claimant appealed to the Umpire on November 24, 1960.

**Considerations and Conclusions:** The claimant has not revealed the purpose of her trip to Hamilton, but it is clear from the record that it could not be chiefly to seek work or to improve her opportunities of securing any during the period of her compulsory layoff.

It may be that the conditions of the labour market in Vancouver could provide her with opportunities of temporary employment during her annual two months' compulsory layoff from [the ..... company], to consider that during such period she is available for work, notwithstanding any restrictions she might place upon her acceptance of employment, particularly with respect to the period she would be available.

However, by having gone to Hamilton, she placed additional restrictions on her availability, since it is reasonable to assume that that city which, although having a population of well over 300,000 (Greater Hamilton), would nevertheless provide a smaller field in which to obtain employment than that offered in Vancouver, which has a population in excess of 600,000 (Greater Vancouver), especially as any work which the claimant might have been willing to accept had to be of a very temporary nature and, as it turned out in the particular instance, had to be of approximately three weeks duration.

In view of the foregoing, I see no valid reason to disturb the unanimous decision of the board of referees and I consequently decide to dismiss the claimant's appeal.

## New Chairman of Unemployment Insurance Advisory Committee

Arthur H. Brown, who retired from the post of Deputy Minister of Labour last December, has been appointed Chairman of the Unemployment Insurance Advisory Committee, it was announced last month by Hon. Michael Starr, Minister of Labour. Mr. Brown succeeds Arthur MacNamara, also a

former Deputy Minister of Labour, whose term as Chairman expired recently.

The Committee represents both employer and employee organizations and advises the Government and the Unemployment Insurance Commission on unemployment insurance matters.

# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during March

### Works of Construction, Remodelling, Repair or Demolition

During March the Department of Labour prepared 209 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period, a total of 180 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in March for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	122	\$351,139.00
Post Office .....	14	598,247.70
R.C.M.P. ....	6	31,698.39

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classification to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during March

During March the sum of \$18,156.18 was collected from 14 contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the 134 workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during March

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Brandon Man:* R E Turner, installation of cold room in headerhouse, Experimental Farm. *near Outlook Sask:* Canada Cement Co Ltd, supply & delivery of cement for downstream tunnels, South Saskatchewan River Project; Inland Cement Co Ltd (Saskatchewan Division), supply & delivery of cement for downstream tunnels, South Saskatchewan River Project.

### Atomic Energy of Canada Limited

*Chalk River Ont:* Lindsay Scharfe Co Ltd, \*installation of roofing & flashing on Bldg 530; Irving-Harding Ltd, \*installation of roofing & flashing on Bldg 457; Metallicrete Flooring Co Ltd, \*finishing floor of Bldg 412; John Kovacs, \*filling & taping of joints in gyproc & plywood wall board of Bldg 234 extension; Irving-Harding Ltd, \*installation of roofing & flashing on Bldg 412; M Sullivan & Son Ltd, construction of Theoretical Physics Bldg 508.

### Central Mortgage and Housing Corporation

*Greenwood N S:* Manson L Thomas, site improvement for elementary school (DND 9/59). *Brantford Ont:* Fontaine Nursery Farms Ltd, site improvement & planting for 50 housing units (FP 3/58). *Stratford Ont:* Carl's Landscaping, \*repairs to aluminum windows (3/48 & 4/49). *Whiteshell Man:* Snook Bros Ltd, clearing & grubbing at AECL townsite. *Calgary Alta:* Scully & Myhre, \*carpentry service, wartime housing, Projects 1, 2, 3, 3A, 4 & 4A. *Edmonton Alta:* Garden Tilling Service, \*landscaping, Highlands Court Apartments. *New Westminster B C:* Conniston Construction, \*ground maintenance. *Vancouver B C:* Conniston Construction, \*ground maintenance; Security Fence Co, \*supply & installation of wire screening, Vancouver Apartments & Terrace; Larsen & Kirside, \*repair of fire damage at 3516 Dieppe Place; Seabord Management, \*renewal of gutters, downpipes, etc, Vancouver Terrace.

### Department of Citizenship and Immigration

*Touchwood Indian Agency Sask:* Hahn Construction, supply & installation of fire exit doors, Gordon's IRS. *Hobbema Indian Agency Alta:* R & B Construction, construction of basements, Ermineskin, Samson, Louis Bull & Montana Reserves.

### Defence Construction (1951) Limited

*Cornwallis N S:* Valley Services Ltd, supply & installation of fire alarm systems in various bldgs, HMCS Cornwallis. *Dartmouth N S:* Pryor Construction Ltd, modifications to gun pit No 5, Bldg No 3, RCNAD. *Halifax N S:* Standard Paving Maritime Ltd,



construction of fire prevention facilities including watermains. *Sydney N S*: Canadian Erectors Ltd, retubing two water tube boilers, Point Edward Naval Base. *St Hubert Que*: Vermont Construction Inc, construction of Tacan tower & bldg, RCAF Station. *Rockcliffe Ont*: James Tapp & Sons Ltd, construction of extension to bldg No 90, (ADA), RCAF Station; Coady Construction Ltd, construction of extension to Bldg No 90, RCAF Station. *Trenton Ont*: Canadian Pacific Railway Co, \*construction of rail spur. *Uplands Ont*: James Tapp & Sons Ltd, construction of extension to garage. *Winnipeg Man*: Keewatin Electric Ltd, rewiring of HMCS *Chippawa*. *Comox B C*: Farmer Construction (VI) Ltd, construction of CE Bldg with outside services, RCAF Station.

### Building and Maintenance

*Camp Gagetown N B*: Daniels & Mannard Ltd, interior painting of 43 bldgs. *Camp Borden Ont*: Trim Painting Co, interior painting of 100 PMQs, RCAF Station. *London Ont*: W A McDougall, repair of showers in bldgs 65, 66 & 67. *Petawawa Ont*: Universal Painters & Decorators Reg, interior painting of four barrack blocks, Camp. *Edmonton Alta*: Alta-West Construction Ltd, construction of lounge addition to Junior Ranks Club (Bldg H-8); B & E Painting & Decorating Ltd, interior painting of 96 PMQs, Griesbach Barracks. *Grande Prairie Alta*: Van Vliet Construction Co Ltd, alterations & repairs to drill hall. *Resolute Bay N W T*: Horton Steel Works Ltd, \*supply & erection of three steel petroleum storage tanks, RCAF Station.

### Department of Defence Production

*Summerside P E I*: Maritime Asphalt Products Ltd, tiling floors of washroom, laundry rooms & dressing rooms, RCAF Station. *Cornwallis N S*: Valley Services Ltd, alterations & additions to fire alarm systems at HMCS *Cornwallis*; Canada Catering Co Ltd, catering. *Greenwood N S*: G W Sampson, sealing floors in Hangar No 1, RCAF Station. *Halifax N S*: Vincent & Frank Cosgrove, interior painting of Bldg D-34, HMC Dockyard; Fundy Construction Co Ltd, repairs to Jetty No 1, HMC Dockyard; Canadian Comstock Co Ltd, \* renewal of main compressed air line under Jetty No 1, HMC Dockyard. *Shearwater N S*: Vincent & Frank Cosgrove, interior painting of 26 houses, RCN Air Station; Pryor Construction Ltd, general interior repairs to Bldg No 31, RCN Air Station. *Camp Ipperwash Ont*: Totem Construction Co Ltd, laying of quarry tile floor in Bldg 18. *Cedar Springs Ont*: T C Warwick & Sons Ltd, erection of prefabricated steel bldg at rifle range. *Kingston Ont*: Leslie Stratford Cut Stone & Construction Co Ltd, modification to Bldg 40, Royal Military College. *Orangeville Ont*: E J Reid General Contractor, interior & exterior repairs & interior painting, Armoury. *Picton Ont*: Arthur A Sills & Son Ltd, reflooring of main drill hall & painting of court layouts at Bldg 20, Camp. *Port Hope Ont*: B Pennington & Son, interior renovation & partial redecoration of Armoury. *Stratford Ont*: Harrison & Green Construction Ltd, renovation of wash rooms in Armoury. *Trenton Ont*: Quinte Plumbing, Heating & Electric Co Ltd, installation of underground electrical power distribution cable, RCAF Station. *Uplands Ont*: McAuliffe-Grimes Ltd, laying of asbestos vinyl tile in Hangar No 12, RCAF Station. *Fort Churchill Man*: Dominion Catering Co Ltd, catering. *Rivers Man*: Brunswick of Canada Ltd, installation of bowling lanes & approaches, CJATC Camp. *Regina Sask*: North west Electric Co Ltd, installation of warning sirens. *Saskatoon Sask*: Industrial Engineering Ltd, installation of warning sirens. *Calgary Alta*: Foundation Co of Canada Ltd, renewal of kitchen counter tops in 100 PMQs, Currie Barracks. *Esquimalt B C*: C D Johnston, painting & stuccoing exterior of Bldg No 89, HMCS *Naden*. *Masset B C*: Eby & Sons Ltd, installation of asbestos shakes to exterior walls of residence. *Vancouver B C*: M & M Insulation Ltd, roof repairs, Lynn Creek Naval Depot.

### Department of Justice

*St Vincent de Paul Que*: Douglas Bremner Contractors & Builders Ltd, construction of farm camp type "A", Bldg No F-32, St Vincent de Paul Penitentiary. *Kingston Ont*: Ball Bros Ltd, construction of exercise hall, school & library bldg A-10, Collin's Bay Penitentiary.

### Department of Mines and Technical Surveys

*Halifax N S*: Purdy Bros Ltd, \*repairs of CHL *Old Squaw*. *Parry Sound Ont*: Richardson Marina, \*repair of CGL *Jaegar*. *Victoria B C*: Victoria Machinery Depot Co Ltd, \*improvements to CHS *Marabell*; Victoria Machinery Depot Co Ltd, \*improvements to CHS *Wm J Stewart*.

## National Harbours Board

*Lauson Que:* Geo T Davie & Sons Ltd, \*construction of diesel twin-screw tug.  
*Montreal Harbour Que:* The Highway Paving Co Ltd, paving of Racine Wharf at Section 62.  
*Vancouver Harbour B C:* City Construction Co Ltd, paving access roadway & parking area, No 3 Jetty.

## Department of Public Works

*Glovertown Nfld:* Dominion Construction Co Ltd, alterations to generator house & supply & installation of two generators & other related work for RCMP. *Harry's Harbour Nfld:* The Springdale Construction Co Ltd, wharf reconstruction. *Lewisporte Nfld:* Horwood Lumber Co Ltd, alterations & additions to public bldg. *Port au Port Nfld:* Cotter & MacIsaac, alterations & addition to post office. *Portugal Cove South Nfld:* H Drover & Co Ltd, construction of community stage. *St John's Nfld:* Dominion Construction Co Ltd, alterations & additions to provide mail lobbies, Post Office Bldg. *Twillingate Nfld:* Twillingate Engineering & Construction Co Ltd, alterations to generator house, supply & installation of two generators & other related work for RCMP. *Wesleyville Nfld:* M C Campbell Construction Co Ltd, wharf reconstruction. *West Point P E I:* Norman N MacLean, breakwater improvements. *Chester N S:* Arenburg Construction Co Ltd, construction of RCMP detachment quarters. *Halifax N S:* Cambrian Construction Ltd, construction of inspection laboratory for Department of Fisheries. *Halifax Harbour N S:* Cyril J Feeney, wharf reconstruction at George's Island. *Little Bras d'Or N S:* Insul-Lite Builders Ltd, construction of post office bldg. *Noel N S:* Campbell & Grant Construction Co Ltd, wharf reconstruction. *Parrsboro N S:* Colin R MacDonald Ltd, breakwater repairs. *River Bourgeois (Bisset's) N S:* Martell's Construction Ltd, wharf reconstruction. *Spry Bay N S:* Naugle's Sand & Gravel Ltd, wharf repairs & improvements. *Saint John N B:* Standard Window Cleaning Co, cleaning windows of federal bldgs. *St Stephen N B:* Cowan Construction Co, construction of RCMP detachment quarters & garage. *Anse aux Basques Que:* Lucien Tremblay, construction of roadway. *Iberville Que:* P Baillargeon, wharf repairs. *Lauson Que:* Les entreprises Cap Diamant Ltee, installation of rubber dock fenders, Champlain Dry Dock; Dimock Construction Inc, construction of auxiliary caisson seat at Lorne Dry Dock. *Montreal Que:* Empire Maintenance Ltd, cleaning interior of new National Revenue Bldg; Otis Elevator Co Ltd, modernization of elevators, Customs Examining Warehouse; Allied Building Services Ltd, cleaning, repointing & waterproofing of masonry work, Customs Bldg; J Brisette Ltee, cooling of shooting stage, National Film Board Bldg. *Oka Que:* M G A Construction Inc, construction of federal bldg. *Quebec Que:* Modern Building Cleaning Service of Canada Ltd, cleaning interior of Champlain Harbour Station; Robert Daigle, alterations to new Temporary Bldg. *Rimouski Que:* Construction J R L Enr, general alterations, old public bldg. *Collingwood Ont:* Disher-Ferrand Ltd, repairs to federal bldg. *Cornwall Ont:* Emile Marion & Son, alterations & improvements, federal bldg. *Kagawong Ont:* Wm J Ferguson, wharf repairs. *Lakefield Ont:* Eastwood Construction Co Ltd, alterations to interior & fittings, federal bldg. *Ottawa Ont:* Ontario Building Co Ltd, cleaning interior of Trade & Commerce Bldg; Federal Electric Contractors Ltd, installation of lighting system in driveway & parking lot at K W Neatby Bldg, CEF; Becker-Joule Ltd, installation of underground pipelines between Insurance Bldg & PBX Bldg, Riverside Drive; W Sparks & Son Ltd, moving of X-Ray Film Library from Ottawa Car Bldg to Connor Bldg, Hull Que; Roger E Boivin, interior redecoration, Postal Terminal "A", Besserer St; Beaudoin Construction Ltd, alterations to second & third floors, Ottawa Car Bldg, Slater St; McTeer Agencies, electrical installation for PP & S, Trade & Commerce Bldg; Andrews Bros Construction (Ottawa) Ltd, addition & alterations to Geophysical Bldg, CEF; Aerodyne Ltd, installation of air conditioning system, Old Printing Bureau, 75 St Patrick St. *Picton Ont:* George Crowe Construction, rebuilding upper portion of timber pile wharf. *Port Perry Ont:* Seugog Lumber Coal & Co Ltd, alterations to federal bldg. *St Catharines Ont:* Blenkhorn Sawle Ltd, additions & renovations to ventilation system, federal bldg. *Waupoos & Waupoos Island Ont:* R D MacKey Construction Co Ltd, reconstruction of ferry wharves. *Cross Lake Man:* Bird Construction Co Ltd, addition to Nursing Station. *Virten Man:* F A France Construction Co, additions & alterations to federal bldg. *Winnipeg Man:* Kraft Construction Co Ltd, construction of additional basemen storage area, General Post Office Bldg; Henry E Gibson & Co Ltd, alterations & renovations to third & fourth floors, federal bldg. *Regina Sask:* Waterman-Waterbury Co Ltd, installation of ventilating system, rifle & revolver range, Depot Division, RCMP. *Edmonton Alta:* Ray Poissant



Construction Ltd, alterations to Dental Clinic, Colonel Mewburn Hospital. *Hinton Alta*: Watson (Tofield) Ltd, construction of RCMP detachment quarters. *Manyberries Alta*: Getkate Masonry Construction Ltd, construction of one-classroom school, Experimental Farm. *Slave Lake Alta*: Watson (Tofield) Ltd, construction of RCMP detachment quarters. *Alexis Creek B C*: Thompson Construction Co Ltd, construction of Health Centre. *Ladysmith B C*: Greenlees Piledriving Co Ltd, construction of breakwater. *Mayne Island B C*: S R Kirkland Construction Co Ltd, wharf repairs. *Pemberton B C*: W J Dick Ltd, construction of RCMP detachment quarters. *Sechelt B C*: The R H Forster Co Ltd, construction of RCMP detachment quarters. *South Burnaby B C*: E H Shockley & Son Ltd, construction of Postal Station. *Vancouver B C*: C J Oliver Ltd, construction of additional mezzanine floor, Old Customs Examining Warehouse for Department of Transport. *Victoria B C*: Parfitt Construction Co Ltd, alterations & repairs, second floor, Customs Bldg. *MacKenzie Highway N W T*: B G Linton Construction Ltd, clearing right-of-way, Mile 51 to Mile 76.6 northerly from Province of Alberta-N W T Boundary.

### Contracts Containing the General Fair Wages Clause

*New Glasgow N S*: Maritime Steel & Foundries Ltd, construction & delivery of steel spud for Dredge No 21. *Port Hawkesbury N S*: Port Hawkesbury Marine Railway Co Ltd, construction of deckhouse & alterations to steel clamshell Dredge No 129. *Fredericton N B*: Weyman Construction Ltd, extension to loading platform, Post Office Bldg. *Dorval Que*: J J Shea Ltd, interior alterations to Terminal Bldg. *Plessisville Que*: Louis Philippe Pare, installation of lock boxes, federal bldg. *Princeville Que*: J Robert Noel Inc, rebuilding retaining wall, federal bldg. *Barrie Ont*: H B Allen, basement alterations to federal bldg. *Ottawa Ont*: Champagne Electric Ltd, improvement to lighting system, Finance Bldg, Tunney's Pasture; Independent Coal & Lumber Co Ltd, supply & installation of filing racks, Finance Bldg, Tunney's Pasture; Robert Strang, redecoration & linoleum laying, East Block, Parliament Bldg; Moloughneys Van & Storage Ltd, moving furniture, various bldgs; Ontario Building Cleaning Co Ltd, cleaning exhaust ducts, various bldgs; Choisy Laboratories Ltd, disinfecting washrooms, various bldgs; Trudel & McAdam Ltd, installation of panic hardware on doors, Lorne Bldg; W D Moloughney, drilling well, Scott Farm, Baseline Road; A McWade, redecoration of Jackson Bldg; Ted Wojdacki, redecoration of Botany Bldg, CEF; Independent Coal & Lumber Co Ltd, general repairs, RCMP Headquarters, Tremblay Road; Kenden Builders Ltd, general repairs to 568 Booth St; A McWade, redecoration of Canadian Bank Note Bldg; H Pion & Sons, improvement of ventilation system, Veterans Affairs Bldg; Thomas Gregoire, redecoration of Holden Bldg. *Pembroke Ont*: Edward Biederman, interior alterations to federal bldg. *Waubashene Ont*: Waubashene Navigation Ltd, dredging. *Winnipeg Man*: Wyatt Construction Co Ltd, changes to partitions, General Post Office Bldg. *Courtenay River B C*: North Western Dredging Co Ltd, dredging. *Sidney B C*: Mitchell & Anderson Inc Co Ltd, alterations to waiting room, Ferry Terminal Bldg. *Vancouver B C*: Kennett Construction Co Ltd, general alterations to examining warehouse; West Coast Painting Co Ltd, interior repairs & repainting, General Post Office Bldg. *Victoria B C*: Lunan Bros & Hamilton Ltd, general alterations, Belmont Bldg. *Whitehorse Y T*: Ben Leveille, alterations to female quarters.

### Department of Transport

*Camp Island Labrador*: Twillingate Engineering & Construction Co Ltd, construction of single dwelling. *Saint John N B*: Ocean Steel & Construction Ltd, \*construction of sectional steel scow. *Seven Islands Que*: Arno Electric Reg'd, construction of airport lighting facilities. *Trenton Ont*: Central Bridge Co Ltd, \*repairs to swing span of Dundas St Bridge over Trent Canal. *Uplands Ont*: A Lanctot Construction Co Ltd, renovation of portion of Old Terminal Bldg, Ottawa Airport. *Thompson Man*: James Swanson, clearing, stumping & grubbing of NDB site. *Winnipeg Man*: Bristol Aero-Industries Ltd, \*radio modernization on Departmental Aircraft CF-DTD & CF-CUE; Kraft Construction, construction of extension to Terminal Bldg. *Terrace B C*: Ellis Hughes Electric Ltd, installation of condenser discharge threshold identification lighting, Runway 32.



# PRICES AND THE COST OF LIVING

## Consumer Price Index, April 1961

The consumer price index (1949=100) was unchanged at 129.1 between March and April.\*

Declines in the food, and recreation and reading components balanced increases in the clothing, health and personal care, and tobacco and alcohol components. The housing and transportation components were unchanged.

The April indexes reflect the Nova Scotia sales tax changes that became effective in April as well as the gasoline tax changes in Nova Scotia, New Brunswick, Saskatchewan, Alberta and British Columbia.

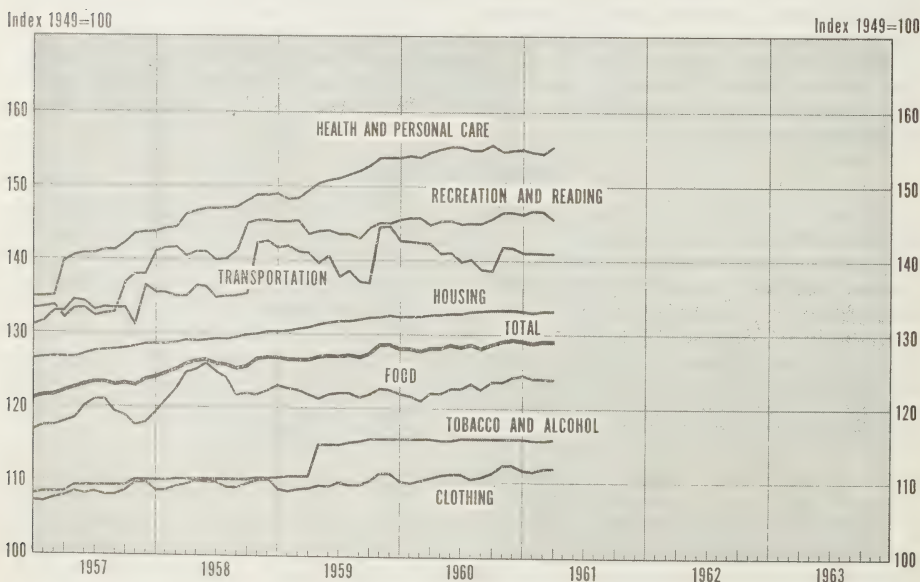
The food index declined 0.1 per cent from 124.0 to 123.9 as prices for food for consumption at home decreased 0.2 per cent but restaurant meals increased 0.3 per cent. Lower prices were reported for eggs, beef, pork, veal, turkey, powdered skim milk, bananas, grapefruit and chocolate bars. Prices were higher for most fats, oranges, cereal products other than bread, apples and most fresh, canned and frozen vegetables, particularly fresh tomatoes and lettuce.

The housing index was unchanged at 133.2. A fractional increase in the shelter component, combined with no change in the household operation component, was not sufficient to change the combined index. The shelter index was higher as a result of price increases for some items of home-ownership. The rent index was unchanged, as the stability which has been evident in this series for some months continued. In the household operation index, lower prices for some household appliances offset higher prices for furniture, floor coverings, textiles, and utensils and equipment.

The clothing index increased 0.1 per cent from 111.8 to 111.9 as a result of higher prices for men's, women's, and children's wear, and piece goods. Clothing services, which include laundry, dry cleaning and shoe repairs, and footwear were unchanged.

The transportation index was unchanged at 141.0. There was little or no price movement in the automobile operation, local transportation or travel indexes. In automobile operation, tax increases for gasoline in a number of cities were largely offset

## CONSUMER PRICE INDEX



by substantial price decreases in several cities, particularly Toronto. Automobile licenses cost more in a number of cities.

The health and personal care index rose 0.6 per cent from 154.4 to 155.3. Higher professional fees occurred for dentists' and doctors' services and for optical care. In personal care, prices of supplies were lower: decreases for toilet soap outweighed slightly higher prices for other items.

The recreation and reading index declined 0.8 per cent from 146.6 to 145.5. The reading index was unchanged but the recreation index decreased as a result of lower prices for television sets, radios, phonograph records and bicycles.

The fractional increase of 0.1 per cent in the tobacco and alcohol index from 115.7 to 115.8 resulted entirely from price changes in Saint John for both beer and liquor.

### City Consumer Price Indexes, March 1961

Consumer price indexes (1949=100) declined in five of ten regional cities between February and March.<sup>†</sup> Decreases ranged from 0.1 per cent in both Saint John and Toronto to 0.3 per cent in Montreal. The Halifax index was unchanged, and increases in the other four regional cities ranged from 0.1 per cent in Winnipeg to 0.5 per cent in Ottawa.

Food indexes were lower in eight of the ten regional cities; only the St. John's and Winnipeg food indexes were higher. Shelter indexes were unchanged in four cities, declined in four other cities and increased fractionally in the other two regional cities. Clothing indexes advanced in nine of ten

regional cities; the Halifax index was slightly lower. Household operation indexes rose in six cities and declined in the other four cities. Other commodities and services indexes were up in three cities, down in four cities and unchanged in the remaining three cities.

Regional consumer price index point changes between February and March were as follows: Montreal -0.4 to 129.0; Vancouver -0.3 to 129.6; Edmonton-Calgary -0.2 to 124.5; Saint John -0.1 to 129.7; Toronto -0.1 to 130.9; Ottawa +0.7 to 130.1; St. John's +0.3 to 116.5\*; Saskatoon-Regina +0.3 to 124.8; Winnipeg +0.1 to 127.0. Halifax remained unchanged at 128.0.

The residential building materials price index (1935-39=100) moved up to 293.7 in March from 291.9 in February; on the base 1949=100, to 128.8 from 128.0. The non-residential building materials price index (1949=100) rose to 131.7 from 131.6.

### U.S. Consumer Price Index, March 1961

The United States consumer price index (1947-49=100) was unchanged at 127.5 between mid-February and mid-March. Slight declines in the prices of goods were balanced by increases in the prices of services. Although the index is at a record high, it has remained relatively stable for five months, fluctuating only between 127.3 and 127.5.

### U.K. Index of Retail Prices, February 1961

The United Kingdom index of retail prices (Jan. 17, 1956=100) was unchanged at 112.3 between mid-January and mid-February.

## Labour Legislation of the Past Decade

*(Continued from page 464)*

A number of measures have also been taken by provincial legislatures to be prepared to deal with the more widespread use of radioactive materials in industrial processes. Ontario amended the Department of Labour Act in 1957 to permit regulations to be made for the protection of the health and safety of persons who may be exposed to the effects of ionizing radiation, and Manitoba, when the Employment Standards Act was passed in the same year, included in it authority to make regulations governing industries that utilize radioactive substances. The Quebec Public Health Act was amended in 1960 to provide specific authority to regulate ionizing radiations in industrial establishments.

### Silica Exposure, Industries Other Than Mining

The Silicosis Act, passed in Ontario in 1950 and made effective by regulations issued in 1952, was aimed at the control of the health hazards of exposure to silica dust in occupations other than mining. These may occur in foundries, potteries, or the monument industry. Medical examination of miners exposed to silica dust has been required by the legislation of a number of provinces for some time. The new legislation, which is administered by the provincial Department of Health, provides for clinics for periodic medical examination of employees who are exposed for 50 or more hours in a month to the inhalation of dust from materials containing silica. Such employees must have a health certificate issued under the Act.

\*See Table F-1 at back of book.

†See Table F-2 at back of book.

\*On base June 1951=100.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the **LABOUR GAZETTE**. List No. 151

## Canada at Work Broadcasts

The following five broadcasts were given in 1960 and 1961 and published by the Department of Labour in Ottawa.

1. FINLAYSON (MRS.) G. D. *Winter Employment*. Pp. 4.

The speaker, who was President of the National Council of Women of Canada, spoke on behalf of the Winter Work Program, pointing out how women can help to increase winter work.

2. FLEMING, DONALD METHUEN. *Aid to Small Businesses*. Pp. 5.

The Minister of Finance described new government-backed loans available to small businesses.

3. PHILPOTT, PERCY J. *The Corps of Commissionaires in Canada*. Pp. 4.

The speaker is Special Adviser on Older Veterans to the Department of Veterans Affairs. He told about the history of the Corps of Commissionaires and about the different kinds of jobs they do.

4. SOULES, JACK M. *Wintertime Construction*. Pp. 4.

The President of the Canadian Construction Association spoke about winter construction in Canada.

5. STARR, MICHAEL. *Winter Employment*. Pp. 4.

The Minister of Labour spoke about the Winter Work Program.

## Disabled—Rehabilitation

6. CANADA. DEPARTMENT OF LABOUR. CIVILIAN REHABILITATION BRANCH. *Notes based on Discussions at the Western Provinces Rehabilitation Workshop held at the Banff School of Fine Arts, October 12-14, 1960. "A Discussion of Current Problems in effecting Successful Rehabilitation Services."* [Ottawa] 1960. Pp. 13.

7. WOODS SCHOOLS, LANGHORNE, PA. *Outlook for the Adult Retarded; Proceedings of the 35th Spring Conference of the Woods Schools held in cooperation with the Massachusetts Special Commission on Retarded Children in Boston, May 6 and 7, 1960*. Langhorne, Pa., 1960. Pp. 123.

## Education, Vocational

8. CANADA. DEPARTMENT OF LABOUR. CANADIAN VOCATIONAL TRAINING BRANCH. *Report of the Director of Canadian Vocational Training for the Fiscal Year ended March 31, 1960*. Ottawa, Queen's Printer, 1960. Pp. 18.

9. GREAT BRITAIN. CENTRAL OFFICE OF INFORMATION. *Technical Education in Britain*. [Birmingham, 1959] Pp. 31.

A brief outline of the education and training of skilled workers in industry from the secondary school up to the university level.

10. GREAT BRITAIN. MINISTRY OF EDUCATION. *Better Opportunities in Technical Education*. London, HMSO, 1961. Pp. [24]

"...Contains proposals for a major reconstruction of the system of courses for technicians, craftsmen and operatives in the technical colleges of England and Wales."

11. SCOTLAND. DEPARTMENT OF EDUCATION. *Technical Education in Scotland, the Pattern for the Future*. Edinburgh, HMSO, 1960. Pp. 14.

"...Outlines steps which have recently been taken, or which are to be carried out in the near future, to insure that technical education in Scotland is geared both to the needs of modern industry and commerce..."

## European Communities

12. EUROPEAN COAL AND STEEL COMMUNITY. HIGH AUTHORITY. *Europe in Action*. [Luxembourg, Publications Department of the European Communities, 1958] Pp. 52.

Based on the 6th General report of the European Coal and Steel Community, 1958.

13. EUROPEAN COMMUNITIES. *Le Marché commun*. Bruxelles, 1959. Pp. [24]

14. EUROPEAN COMMUNITIES. INFORMATION SERVICE. *The European Community: Coal and Steel — Common Market — EURATOM. The Facts: Politics and Economics, Institutions, External Relations*. 2d ed. [Brussels? 1960] Pp. 23.

15. EUROPEAN ECONOMIC COMMUNITY. COMMISSION. *Exposé sur l'évolution de la situation sociale dans la Communauté*. [Bruxelles?] 1959. Pp. 137.

## Foreign Labour Information Series

The following 11 pamphlets were published by the U.S. Bureau of Labor Statistics in Washington between 1956 and 1959 as parts of its Foreign Labor Information Series.

16. *Labor in Argentina*. Pp. [31].

17. *Labor in the Belgian Congo*. Pp. 35.

Published in 1959. Discusses the labour force, labour legislation and trade unions and industrial relations in the Belgian Congo.



18. *Labor in Chile*. Pp. 23.
19. *Labor in Cuba*. Pp. 26. Published in 1957.
20. *Labor in Mexico*. Pp. 39.
21. *Labor in the Philippines*. Pp. 23.
22. *Labor in Taiwan [Formosa]*. Pp. 28.
23. *Labor in Thailand*. Pp. 29.
24. *Labor in Turkey*. Pp. 37.
25. *Latin American Labor Legislation, Comparative Summaries of Selected Provisions*. Pp. 60.
26. *Soviet Attitudes and Policies toward increasing Output of Workers*. Pp. 17.

## Industrial Relations

27. KINGSTON, ONT. QUEEN'S UNIVERSITY. INDUSTRIAL RELATIONS ALUMNI ASSOCIATION. *Report, First Annual Conference, Queens [sic] University, Industrial Relations Alumni Association, May 1960*. [Kingston? 1960] Pp. 29.

Includes talks on industrial conciliation and welfare plans in Canada.

28. MCGILL UNIVERSITY, MONTREAL. INDUSTRIAL RELATIONS CENTRE. *The Role of Government in Labour Relations. Twelfth Annual Conference, September 8 and 9, 1960*. [Montreal, 1960?] Pp. 106.

Contents: The Role of the State in Collective Bargaining, by Joseph Shister. The Government as Employer, by J. C. Best. Power and Function in Labour Relations, by H. D. Woods. A Union View of Government in Labour Relations, by Cleve Kidd. A Business View of the State Function in Labour Relations, by Sharmen Learie.

29. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Labour-Management Relations; a Discussion of the Basis of Modern Labour Legislation. What happens in Conciliation and What the Parties may do to establish and maintain Good Relations*. [Fredericton] 1960. Pp. 20.

Contents: The Basis of Modern Labour Legislation in Canada. What happens during Conciliation? What can Management do to maintain "Good Relations" with the Union? What can the Union do? General Comment.

## Industry

30. CANADA. BUREAU OF STATISTICS. *Standard Industrial Classification Manual*. Rev. ed. Ottawa, Queen's Printer, 1960. Pp. 287.

31. INTERNATIONAL LABOUR OFFICE. *Services for Small-Scale Industry*. Geneva, 1961. Pp. 204.

Discusses how governments and other agencies can help the managers of small firms to improve operations and increase productivity and profitability in their companies.

32. LEVINSON, HAROLD MYER. *Postwar Movement of Prices and Wages in Manufacturing Industries*, by Harold M. Levinson, and *Supplementary Technical Material to the Staff Report*, by George W. Bleile and

Thomas A. Wilson. Materials prepared in Connection with the Study of Employment, Growth, and Price Levels for Consideration by the Joint Economic Committee, Congress of the United States. Study paper No. 21. Washington, GPO, 1960. Pp. 139.

33. U.S. NATIONAL SCIENCE FOUNDATION. *Funds for Research and Development in Industry, 1957: Performance and Financing*. Washington, GPO, 1960. Pp. 119.

"...Prepared...on the basis of summary data provided by the Bureau of the Census." Points out how much money was spent in research and development in the sciences and engineering in 1957, and shows where the money came from.

## Labouring Classes

34. CALIFORNIA. GOVERNOR'S COMMISSION ON THE EMPLOYMENT AND RETIREMENT PROBLEMS OF OLDER WORKERS. *Employment and Retirement of Older Workers; Recommendations and Report*. Sacramento, California State Printing Office, 1960. Pp. 144.

Arthur M. Ross, chairman.

Five recommendations are made and amplified by the Governor's Commission: 1. Equal employment opportunity for older workers in California. 2. Expansion of the program of special assistance for older workers in the State Department of Employment. 3. Liberalization of the "retirement test" under the Federal Old Age and Survivors Insurance program so that pensioners can earn more than \$1,200 a year in gainful employment without having benefits reduced. 4. Voluntary inclusion of vesting provisions in pension plans. 5. Voluntary adoption of more flexible retirement policies in industry.

35. CANADA. DEPARTMENT OF LABOUR. ECONOMICS AND RESEARCH BRANCH. *Working Conditions in Canadian Industry, 1960*. Ottawa, Queen's Printer, 1961. Pp. 162.

36. LONG, CLARENCE DICKINSON. *Wages and Earnings in the United States, 1860-1890*. A study by the National Bureau of Economic Research, New York. Princeton University Press, 1960. Pp. 169.

37. MACDONALD, DONALD FARQUHAR. *The State and the Trade Unions*. London, Macmillan, 1960. Pp. 199.

Examines the changing relationship between the state and organized labour in Great Britain with particular reference to the period from the late 19th century to the present time.

38. NEWFOUNDLAND. COMMISSION OF ENQUIRY ON THE LOGGING INDUSTRY. *Report*. [St. John's? Dept. of Provincial Affairs? 1960?] Pp. 61, 18.

Sir Brian Dunfield, chairman.

The Commission's terms of reference were: 1. To enquire and report on the working and living conditions and terms of employment (including rates of remuneration) of men engaged in forest operations of all kinds for the years 1958, 1959 and 1960. 2. To enquire and report on any circumstances which the Commissioners felt should be brought to the Government's attention. 3. To make recommendations on the subject of employment on forest operations in Newfoundland.

39. PETRO, SYLVESTER. *The Kohler Strike; Union Violence and Administrative Law*. Chicago, Henry Regnery Company, 1961. Pp. 118.

An account of the strike involving the Kohler Company in Wisconsin and the United Automobile Workers' union which began in 1954. The union accused the Company of unfair labour practices before the U.S. National Labor Relations Board. The Board handed down its decision (favorable to the union) in August 1960, six years after the union's case had been presented. The author, Professor of Law at the New York University School of Law, is critical of the decision of the National Labor Relations Board.

40. SHAFI, MOHAMMAD. *Eleven Years of Labour Policy*. Karachi, Bureau of Labor Publications, 1959. Pp. 128.

An appraisal of government labour policy in Pakistan from the time Pakistan became an independent state of August 14, 1947 until October 1958, when the present government took office. The author alleges that this labour policy failed in its objectives and suggests how it can be successful.

41. U.S. BUREAU OF EMPLOYMENT SECURITY. *Comparison of State Unemployment Insurance Laws as of January 1, 1960*. Washington, GPO, 1960. Pp. 148.

42. U.S. BUREAU OF LABOR STANDARDS. *The Community meets the Migrant Worker; Current Programs and Trends*. Washington, GPO, 1960. Pp. 62.

43. U.S. DEPARTMENT OF LABOUR. *Annual Report, 1960*. Washington, GPO, 1961. Pp. 292.

44. U.S. WOMEN'S BUREAU. *Handbook on Women Workers, 1960*. Washington, GPO, 1960. Pp. 160.

## Pensions

45. CANADIAN TEACHER'S FEDERATION. *Teacher Retirement Plans in Canada*. Ottawa, 1960. Pp. 133.

46. COWARD, LAWRENCE E. *Actuarial Report on the Cost of Vesting in Pension Plans*, prepared for the Ontario Committee on Portable Pensions by L. E. Coward, S. Eckler and N. E. Sheppard. [Toronto, Ontario Committee on Portable Pensions] 1961. Pp. 32.

47. ONTARIO. COMMITTEE ON PORTABLE PENSIONS. *A Summary Report*. [Toronto] 1961. Pp. 23.

D. C. MacGregor and G. E. Gathercole, joint chairmen.

## Students

48. CANADA. NATIONAL EMPLOYMENT SERVICE. *Supply and Demand, University Graduates, 1960/61*. Ottawa, 1960. Pp. 20.

"Designed to advise employers, and university students due to graduate in 1961, what may be expected in terms of potential manpower, employment opportunities, and starting salary probabilities..."

49. INDUSTRIAL FOUNDATION ON EDUCATION. *The Case for increasing Student Motivation. (1960 Supplement)*. Toronto, 1960. Pp. 30.

## Miscellaneous

50. AITKEN, HUGH GEORGE JEFFREY. *Taylorism at Watertown Arsenal; Scientific Management in Action, 1908-1915*. Cambridge, Harvard University Press, 1960. Pp. 269.

A case study of the Taylor system of scientific management at the United States Arsenal in Watertown, Massachusetts. The introduction of the Taylor system, involving time study and premium pay, among other things, caused some dissension among the workers in the arsenal and was eventually discontinued. The author explains why the system was introduced and why it failed, and at the same time presents a fascinating study in human relations.

51. CANADA. DEPARTMENT OF NATIONAL HEALTH AND WELFARE. RESEARCH AND STATISTICS DIVISION. *Hospital Care in Canada, Recent Trends and Developments*. Ottawa, 1960. Pp. 102.

52. MICHEELS, WILLIAM JORDAN. *Measuring Educational Achievement*, by William J. Micheels & M. Ray Karnes. New York, McGraw-Hill, 1950. Pp. 496.

Explains how to make and use tests, with particular reference to industrial education.

53. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Administration of Electronic Data Processing*, by Carl G. Baumes. Staff assistance by Norman E. Pflomm. New York, 1961. Pp. 136.

Based on the experience of 124 companies of all types and sizes. Explains about inaugurating, administering or overseeing electronic data-processing systems in commercial or industrial concerns. Includes case histories.

54. U.S. BUREAU OF LABOR STANDARDS. *The Consultative Approach to Safety*. Washington, GPO, 1960. Pp. 9.

The consultative approach to safety applies when State safety inspectors, insurance company safety personnel, and others acting in an advisory or enforcement capacity are called in to advise on safety.

55. U.S. BUREAU OF LABOR STATISTICS. *Paid Sick Leave Provisions in Major Union Contracts, 1959*. Washington, GPO, 1960. Pp. 35.

Includes a number of clauses illustrating the provisions of various sick leave plans.

56. U.S. CONGRESS. HOUSE. COMMITTEE ON SCIENCE AND ASTRONAUTICS. *Noise: its Effect on Man and Machine. Hearings before the Special Investigating Subcommittee of the Committee on Science and Astronautics, U.S. House of Representatives, Eighty-sixth Congress, Second Session. August 23, 24, 25, 1960*. Washington, GPO, 1960. Pp. 260.

These hearings deal with the noise problem caused by the operation of jet airliners, guided missiles, and rockets. The Committee sought ways of reducing high intensity noise at its source.

# LABOUR STATISTICS

	PAGE
Tables A-1 and A-2—Labour Force.....	499
Table B-1—Labour Income.....	500
Tables C-1 to C-6—Employment, Hours and Earnings.....	501
Tables D-1 to D-5—Employment Service Statistics.....	506
Tables E-1 to E-4—Unemployment Insurance.....	512
Tables F-1 and F-2—Prices.....	514
Tables G-1 to G-4—Strikes and Lockouts.....	515
Tables H-1 to H-5—Industrial Fatalities.....	517

## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED February 18, 1961**

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,363	562	1,798	2,354	1,072	577
Men.....	4,679	422	1,336	1,685	804	432
Women.....	1,684	140	462	669	268	145
14-19 years.....	573	61	204	176	92	40
20-24 years.....	795	78	261	266	129	61
25-44 years.....	2,937	238	828	1,112	487	272
45-64 years.....	1,847	162	458	716	324	187
65 years and over.....	211	23	47	84	40	17
Employed.....	5,644	461	1,538	2,152	996	497
Men.....	4,038	326	1,104	1,509	735	364
Women.....	1,606	135	434	643	261	133
Agricultural.....	570	45	122	135	246	22
Non-Agricultural.....	5,074	416	1,416	2,017	750	475
Paid Workers.....	4,601	368	1,269	1,853	686	425
Men.....	3,133	246	871	1,258	455	303
Women.....	1,468	122	398	595	231	122
Unemployed.....	719	101	260	202	76	80
Men.....	641	96	232	176	69	68
Women.....	78	*	28	26	*	12
Persons not in the Labour Force.....	5,566	638	1,590	1,839	966	533
Men.....	1,263	177	337	385	232	132
Women.....	4,303	461	1,253	1,454	734	401

\* Less than 10,000.



## TABLE A-2—UNEMPLOYED

(Estimates in thousands)

SOURCE: DBS Labour Force Survey

	February 1961	January 1961	February 1960
Total Unemployed.....	719	693	599
On Temporary layoff up to 30 days.....	55	63	44
Without work and seeking work.....	664	630	555
Seeking full-time work.....	629	599	535
Seeking part-time work.....	35	31	20
Seeking under 1 month.....	108	156	111
Seeking 1-3 months.....	308	293	283
Seeking 4-6 months.....	166	113	116
Seeking more than 6 months.....	82	68	45

## B—Labour Income

TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: All figures in this table except those for 1956 have been revised. Monthly and quarterly figures may not add to annual totals because of rounding.

(\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Totals			Quarterly Totals <sup>1</sup>						Totals <sup>2</sup>
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>2</sup>	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour Income	
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,828	1,677	270	1,329	298	2,359	4,295	739	16,524
1959—Total....	552	5,103	1,773	288	1,472	316	2,528	4,705	819	17,761
1960—Total....	551	5,200	1,779	326	1,472	327	2,641	5,095	916	18,514
1960—										
February....	46.7	426.3	142.8	73.5	291.8	78.1	635.1	1,220.0	220	1,546.0
March.....	46.7	428.7	140.0							1,469.8
April.....	44.5	430.7	146.1							1,494.1
May.....	45.1	437.3	149.3	72.0	363.4	81.2	657.0	1,273.6	226.9	1,537.4
June.....	46.7	443.3	152.4							1,590.2
July.....	46.3	435.3	155.0							1,578.9
August.....	46.7	437.9	154.4	88.5	446.7	84.7	663.5	1,282.7	232.9	1,592.3
September....	46.9	442.0	153.2							1,620.7
October.....	45.7	437.5	151.2							1,599.8
November....	45.4	432.3	148.5	91.6	369.9	82.6	685.4	1,319.2	235.5	1,573.7
December....	44.3	422.6	144.7							1,529.4
1961—										
January*....	44.2	420.0	140.5							1,493.8
February†....	44.4	423.8	143.1							1,501.4

<sup>1</sup>Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>2</sup>Includes post office wages and salaries.

\*Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at February 1961 employers in the principal non-agricultural industries reported a total employment of 2,607,172. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100)    (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949 = 100) <sup>1</sup>			Average Weekly Wages and Salaries	Index Numbers (1949 = 100)			Average Weekly Wages and Salaries
	Employment	Aggregate Payrolls	Average Weekly Wages and Salaries		Employment	Aggregate Payrolls	Average Weekly Wages and Salaries	
Averages				\$				\$
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1960								
February.....	114.6	202.0	175.4	75.35	108.9	194.4	176.6	77.68
March.....	114.2	201.5	175.4	75.37	109.0	195.5	177.5	78.04
April.....	114.8	204.1	176.9	75.98	108.8	196.3	178.5	78.48
May.....	118.9	209.8	175.4	75.36	110.6	198.1	176.9	77.80
June.....	122.8	217.7	176.1	75.67	112.1	201.8	177.8	78.16
July.....	121.9	217.8	177.6	76.28	110.2	198.4	177.8	78.18
August.....	123.1	291.0	176.8	75.94	111.7	199.7	176.5	77.62
September.....	123.1	220.7	178.2	76.55	111.6	201.6	178.2	78.37
October.....	121.5	218.2	178.3	76.60	109.6	199.4	179.6	78.95
November.....	119.7	214.5	177.9	76.43	108.1	197.2	180.0	79.16
December.....	114.8	202.4	175.0	75.18	104.1	187.0	177.2	77.92
1961								
January*.....	111.6	201.4	179.2	77.00	104.3	191.6	181.1	79.65
February†.....	111.0	202.4	181.1	77.79	104.6	193.3	182.3	80.20

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled 'pay period preceding' the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average earnings formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

\* Revised.

† Preliminary.

**TABLE C-2—AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES  
AND SALARIES**

(1949 = 100)      (The latest figures are subject to revision)

Source: Employment and Payrolls D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1961	Dec. 1960	Jan. 1960	Jan. 1961	Dec. 1960	Jan. 1960
				\$	\$	\$
<b>Provinces</b>						
Newfoundland.....	119.2	122.0	112.0	70.29	67.67	65.46
Prince Edward Island.....	104.9	114.5	105.4	58.12	55.12	57.49
Nova Scotia.....	87.6	90.0	92.2	63.63	60.16	62.73
New Brunswick.....	99.1	105.4	103.2	63.85	62.81	62.52
Quebec.....	111.1	115.0	113.7	74.22	72.62	72.31
Ontario.....	113.7	116.3	117.7	80.00	78.22	77.98
Manitoba.....	104.8	107.9	106.4	72.27	70.66	70.74
Saskatchewan.....	111.5	119.0	117.4	72.49	72.02	70.61
Alberta (including Northwest Territories).....	143.6	147.1	147.3	78.71	77.04	77.32
British Columbia (including Yukon).....	105.2	107.1	109.7	83.80	81.40	82.01
<b>Canada.....</b>	<b>117.1</b>	<b>114.8</b>	<b>115.1</b>	<b>76.99</b>	<b>75.18</b>	<b>75.13</b>
<b>Urban Areas</b>						
St. John's.....	119.5	125.4	118.6	56.64	54.32	54.08
Sydney.....	68.8	72.5	92.1	75.90	72.64	77.45
Halifax.....	121.9	119.5	118.5	64.26	61.49	60.87
Moncton.....	93.4	100.4	96.4	60.66	57.89	58.34
Saint John.....	107.9	113.1	110.3	62.75	58.67	60.94
Chicoutimi-Jonquiere.....	101.0	105.6	112.2	94.17	98.37	87.67
Quebec.....	101.6	107.1	105.2	64.54	63.66	63.11
Sherbrooke.....	97.3	99.5	98.6	63.54	61.09	61.99
Shawinigan.....	101.1	102.3	101.1	85.45	84.49	82.78
Three Rivers.....	100.7	103.5	110.2	71.45	69.98	68.69
Drummondville.....	73.1	73.8	76.5	63.70	62.01	60.88
Montreal.....	117.8	120.7	120.1	75.93	73.66	73.80
Ottawa—Hull.....	117.6	122.1	120.5	71.91	70.16	69.40
Kingston.....	114.2	115.0	106.6	75.38	73.22	72.96
Peterborough.....	88.2	91.1	97.8	84.55	81.66	84.96
Oshawa.....	171.2	173.9	187.3	89.34	88.00	94.71
Toronto.....	126.8	129.2	127.9	80.42	78.30	77.88
Hamilton.....	103.7	104.5	110.4	84.97	82.36	83.79
St. Catharines.....	103.7	103.1	112.3	88.54	86.16	85.90
Niagara Falls.....	88.4	89.9	90.7	83.07	83.04	81.07
Brantford.....	78.1	79.1	84.6	73.64	70.61	71.53
Guelph.....	114.9	118.1	122.1	71.10	67.58	69.42
Galt.....	108.7	109.4	113.6	69.93	68.47	68.29
Kitchener.....	115.3	117.6	121.1	72.57	69.87	70.05
Sudbury.....	146.5	149.5	140.7	92.21	99.60	89.79
Timmins.....	90.9	91.8	92.0	70.01	70.08	67.45
London.....	118.8	121.4	120.2	72.70	70.56	70.48
Sarnia.....	119.1	121.9	120.7	99.95	98.37	94.64
Windsor.....	71.7	74.3	79.1	83.78	83.51	82.77
Sault Ste. Marie.....	128.0	130.2	145.8	97.94	95.74	94.39
Ft. William—Pt. Arthur.....	99.2	104.3	96.2	78.66	77.54	75.39
Winnipeg.....	107.0	109.8	107.7	69.21	67.66	67.75
Regina.....	123.2	129.3	123.4	71.65	70.59	68.24
Saskatoon.....	128.3	135.1	128.3	68.48	68.01	66.18
Edmonton.....	173.2	177.1	176.9	73.14	71.27	71.44
Calgary.....	166.7	170.3	162.9	74.61	73.42	72.49
Vancouver.....	107.0	108.7	113.1	82.23	80.68	81.19
Victoria.....	105.2	110.1	108.3	75.06	74.72	74.52



**TABLE C-3—INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls D.B.S.

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Jan. 1961	Dec. 1960	Jan. 1960	Jan. 1961	Dec. 1960	Jan. 1960
<b>Mining</b> .....	<b>113.5</b>	<b>113.1</b>	<b>122.6</b>	<b>\$ 96.36</b>	<b>\$ 94.96</b>	<b>\$ 92.56</b>
Metal mining.....	130.6	130.3	138.8	97.89	98.00	93.40
Gold.....	70.9	70.9	73.1	78.54	77.66	73.19
Other metal.....	186.1	185.5	200.0	104.76	105.24	100.29
<b>Fuels</b> .....	<b>84.4</b>	<b>83.3</b>	<b>100.6</b>	<b>97.82</b>	<b>94.13</b>	<b>95.89</b>
Coal.....	36.2	37.2	51.8	71.50	62.10	74.39
Oil and natural gas.....	292.0	281.7	310.6	111.87	112.35	111.33
Non-metal.....	120.8	122.1	113.8	85.89	81.94	79.33
<b>Manufacturing</b> .....	<b>104.4</b>	<b>104.1</b>	<b>108.6</b>	<b>79.64</b>	<b>77.92</b>	<b>77.90</b>
Durable goods.....	106.0	105.7	114.3	85.42	84.03	83.98
Non-durable goods.....	103.1	102.7	103.7	74.65	72.65	72.25
Food and beverages.....	102.7	104.4	103.7	71.27	70.21	69.77
Meat products.....	128.7	128.7	132.1	78.10	78.38	77.31
Canned and preserved fruits and vegetables.....	73.3	74.5	76.3	67.73	58.88	64.56
Grain mill products.....	97.8	99.6	100.7	76.19	75.08	74.89
Bread and other bakery products.....	106.4	109.7	107.9	66.51	67.21	65.67
Distilled and malt liquors.....	94.1	97.7	96.3	96.70	97.57	92.09
Tobacco and tobacco products.....	117.2	115.6	109.5	67.96	63.18	68.13
Rubber products.....	95.2	84.7	104.7	80.89	78.00	80.64
Leather products.....	85.6	83.5	85.4	55.14	50.48	53.20
Boots and shoes (except rubber).....	94.2	91.3	93.4	52.33	47.46	51.06
Textile products (except clothing).....	75.3	76.0	76.0	63.69	61.20	62.61
Cotton yarn and broad woven goods.....	69.1	68.7	63.4	59.99	57.19	58.75
Woolen goods.....	58.6	60.4	61.5	60.39	56.89	58.92
Synthetic textiles and silk.....	81.7	81.9	85.5	70.29	69.16	69.08
Clothing (textile and fur).....	89.5	85.6	91.0	50.34	45.20	49.14
Men's clothing.....	89.6	86.1	90.7	49.13	44.29	47.72
Women's clothing.....	99.2	90.8	98.2	52.29	44.37	51.88
Knit goods.....	72.6	72.4	73.5	49.70	45.51	47.90
Wood products.....	94.2	93.6	100.6	68.03	65.41	68.15
Saw and planing mills.....	94.2	92.9	101.6	70.25	67.55	71.26
Furniture.....	105.6	106.3	109.1	65.44	62.90	63.90
Other wood products.....	72.5	72.2	79.6	61.48	59.58	60.42
Paper products.....	119.1	121.8	120.2	94.35	92.36	89.41
Pulp and paper mills.....	120.5	123.3	121.2	102.22	102.24	96.05
Other paper products.....	115.8	118.3	117.7	75.06	70.59	72.44
Printing, publishing and allied industries.....	122.9	123.3	122.2	85.66	83.89	82.97
<b>Iron and steel products</b> .....	<b>99.0</b>	<b>98.7</b>	<b>109.1</b>	<b>89.86</b>	<b>87.52</b>	<b>88.00</b>
Agricultural implements.....	66.6	60.3	79.4	92.74	90.53	87.33
Fabricated and structural steel.....	151.1	153.4	149.3	89.93	88.41	88.65
Hardware and tools.....	95.9	95.7	103.2	79.35	78.14	78.72
Heating and cooking appliances.....	88.2	86.7	100.0	77.02	73.89	75.74
Iron castings.....	85.3	85.2	97.8	84.78	82.31	84.35
Machinery, industrial.....	109.8	109.7	117.6	87.10	84.45	84.86
Primary iron and steel.....	107.8	107.9	125.1	104.68	102.71	100.94
Sheet metal products.....	100.0	100.4	102.7	88.29	83.49	85.15
Wire and wire products.....	107.0	108.4	120.0	89.69	86.73	91.55
<b>Transportation equipment</b> .....	<b>104.5</b>	<b>103.5</b>	<b>112.2</b>	<b>89.34</b>	<b>89.34</b>	<b>88.38</b>
Aircraft and parts.....	259.8	255.5	240.5	95.78	93.41	93.99
Motor vehicles.....	105.4	105.6	119.2	96.97	100.67	96.41
Motor vehicles parts and accessories.....	100.3	99.9	114.3	89.03	86.92	87.67
Railroad and rolling stock equipment.....	54.4	54.9	62.6	80.32	78.40	79.38
Shipbuilding and repairing.....	116.8	111.3	125.4	77.98	80.36	79.73
<b>Non-ferrous metal products</b> .....	<b>123.9</b>	<b>124.7</b>	<b>127.0</b>	<b>91.40</b>	<b>93.32</b>	<b>89.02</b>
Aluminum products.....	137.0	138.8	136.1	88.27	85.03	84.70
Brass and copper products.....	100.1	99.0	104.9	84.74	81.21	83.30
Smelting and refining.....	142.8	145.3	147.9	99.97	105.63	97.17
<b>Electrical apparatus and supplies</b> .....	<b>125.8</b>	<b>126.1</b>	<b>136.2</b>	<b>87.07</b>	<b>84.50</b>	<b>83.84</b>
Heavy electrical machinery.....	95.8	96.7	108.9	93.84	91.41	90.63
Telecommunication equipment.....	211.3	210.7	214.7	87.90	84.77	80.78
<b>Non-metallic mineral products</b> .....	<b>125.4</b>	<b>127.0</b>	<b>134.2</b>	<b>82.39</b>	<b>80.90</b>	<b>79.99</b>
Clay products.....	73.5	73.7	92.2	76.24	74.02	74.95
Glass and glass products.....	143.9	144.8	148.8	80.60	80.13	78.14
Products of petroleum and coal.....	136.0	136.8	133.6	116.15	119.41	111.34
Petroleum refining.....	139.4	140.2	135.6	116.80	120.09	112.23
<b>Chemical products</b> .....	<b>129.0</b>	<b>128.4</b>	<b>130.7</b>	<b>93.52</b>	<b>93.09</b>	<b>89.31</b>
Medicinal and pharmaceutical preparations.....	116.0	115.0	119.0	82.35	81.94	79.04
Acids, alkalis and salts.....	152.2	154.1	149.0	106.02	106.41	101.08
Miscellaneous manufacturing industries.....	128.0	128.1	125.5	72.00	69.82	69.40
<b>Construction</b> .....	<b>98.0</b>	<b>107.8</b>	<b>103.9</b>	<b>82.00</b>	<b>73.71</b>	<b>80.49</b>
Building and general engineering.....	97.5	102.9	105.8	88.74	78.79	87.11
Highways, bridges and streets.....	98.8	115.8	100.9	71.07	66.29	69.17
Electric and motor transportation.....	129.5	130.6	129.0	81.99	80.95	79.48
<b>Service</b> .....	<b>136.7</b>	<b>138.6</b>	<b>137.1</b>	<b>54.85</b>	<b>54.26</b>	<b>52.20</b>
Hotels and restaurants.....	120.3	122.7	123.6	42.05	41.93	40.76
Laundries and dry cleaning plants.....	110.7	111.8	110.2	46.75	46.07	45.52
<b>Industrial composite</b> .....	<b>111.7</b>	<b>114.8</b>	<b>115.1</b>	<b>76.99</b>	<b>75.18</b>	<b>75.13</b>

Tables C-4 and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage-earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage-earners of the co-operative firms.

# TABLE C-4—HOURS AND EARNINGS IN MANUFACTURING BY PROVINCES

(Hourly-Rated Wage-Earners) SOURCE: Man-hours and Hourly Earnings (Dominion Bureau of Statistics)

(The latest figures are subject to revision)

	Average Hours Worked			Average Hourly Earnings (in cents)		
	January 1961	December 1960	January 1960	January 1961	December 1960	January 1960
Newfoundland.....	38.8	39.3	40.7	1.78	1.95	1.66
Nova Scotia.....	39.7	38.8	40.9	1.62	1.62	1.58
New Brunswick.....	41.1	40.0	40.2	1.59	1.63	1.55
Quebec.....	41.2	39.3	41.7	1.62	1.64	1.58
Ontario.....	39.9	38.7	40.4	1.91	1.91	1.87
Manitoba.....	39.6	38.5	40.2	1.68	1.70	1.66
Saskatchewan.....	37.9	38.6	38.5	1.95	1.96	1.88
Alberta <sup>(1)</sup> .....	39.6	38.7	39.6	1.93	1.95	1.86
British Columbia <sup>(2)</sup> .....	37.3	35.4	38.5	2.23	2.24	2.14

(1) Includes Northwest Territories.

(2) Includes Yukon Territory.

NOTE:—Information on hours and earnings by cities is obtainable from Man-Hours and Hourly Earnings (Dominion Bureau of Statistics).

# TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Jan. 1961	Dec. 1960	Jan. 1960	Jan. 1961	Dec. 1960	Jan. 1960	Jan. 1961	Dec. 1960	Jan. 1960
	no.	no.	no.	\$	\$	\$	\$	\$	\$
<b>Mining</b> .....	<b>42.0</b>	<b>41.0</b>	<b>41.3</b>	<b>2.12</b>	<b>2.14</b>	<b>2.08</b>	<b>89.01</b>	<b>87.52</b>	<b>85.86</b>
Metal mining.....	42.5	42.4	41.0	2.17	2.19	2.16	92.38	92.90	88.35
Gold.....	43.3	42.1	41.1	1.68	1.70	1.64	72.89	71.50	67.50
Other metal.....	42.1	42.5	40.9	2.37	2.38	2.35	99.99	101.28	96.04
Fuels.....	40.9	37.2	43.1	2.01	2.05	1.96	82.43	76.17	84.56
Coal.....	39.3	32.8	41.5	1.75	1.74	1.74	68.91	57.13	72.48
Oil and natural gas.....	42.6	42.3	45.5	2.26	2.32	2.25	96.58	98.25	102.47
Non-metal.....	41.4	39.4	39.8	1.97	1.95	1.87	81.68	76.83	74.39
<b>Manufacturing</b> .....	<b>40.1</b>	<b>38.7</b>	<b>40.7</b>	<b>1.81</b>	<b>1.82</b>	<b>1.77</b>	<b>72.73</b>	<b>70.60</b>	<b>71.89</b>
Durable goods.....	40.2	39.3	41.0	1.97	1.97	1.93	79.21	77.47	78.93
Non-durable goods.....	40.1	38.1	40.3	1.67	1.69	1.61	66.90	64.39	64.99
Food and beverages.....	39.6	38.7	40.1	1.63	1.63	1.58	64.55	63.18	63.48
Meat products.....	38.9	39.5	39.8	1.85	1.85	1.83	72.01	73.08	72.85
Canned and preserved fruits and vegetables.....	38.9	32.4	39.7	1.46	1.39	1.41	57.02	45.13	55.90
Grain mill products.....	41.0	40.5	41.1	1.73	1.71	1.68	70.97	69.02	69.05
Bread and other bakery products.....	41.4	41.8	41.6	1.47	1.47	1.42	60.71	61.55	58.98
Distilled liquors.....	39.6	39.1	39.8	2.09	2.05	1.96	82.62	80.33	78.99
Malt liquors.....	38.6	39.9	38.6	2.32	2.32	2.22	89.66	92.53	85.53
Tobacco and tobacco products.....	40.6	35.4	39.6	1.56	1.62	1.59	63.15	57.43	62.80
Rubber products.....	40.8	37.2	41.2	1.83	1.85	1.84	74.48	68.85	75.75
Leather products.....	41.4	36.9	40.3	1.22	1.23	1.20	50.72	45.40	48.29
Boots and shoes (except rubber).....	41.4	36.5	40.6	1.17	1.17	1.15	48.37	42.60	46.94
Other leather products.....	41.6	38.1	39.6	1.36	1.37	1.30	56.38	51.98	51.48
Textile products (except clothing).....	41.8	40.0	42.7	1.36	1.35	1.31	56.92	54.01	56.17
Cotton yarn and broad woven goods.....	40.3	38.7	41.3	1.38	1.35	1.30	55.53	52.35	53.72
Woolen goods.....	43.1	40.7	43.5	1.28	1.26	1.24	55.12	51.15	53.98
Synthetic textiles and silk.....	43.2	42.4	44.2	1.45	1.44	1.40	62.43	61.11	61.85
Clothing (textile and fur).....	38.5	33.8	38.7	1.17	1.16	1.13	45.18	39.24	43.98
Men's clothing.....	38.0	33.5	38.2	1.18	1.16	1.14	44.84	38.91	43.52
Women's clothing.....	37.5	31.0	37.8	1.25	1.23	1.23	47.01	38.15	46.34
Knit goods.....	40.9	36.6	40.9	1.09	1.09	1.05	44.42	39.88	42.91
*Wood products.....	40.3	37.8	41.7	1.59	1.60	1.56	63.94	60.55	65.12
Saw and planing mills.....	39.5	36.8	41.5	1.70	1.73	1.67	67.01	63.45	69.44
Furniture.....	41.4	39.4	41.9	1.46	1.45	1.41	60.21	57.17	59.26
Other wood products.....	41.9	39.8	42.1	1.33	1.33	1.31	55.88	52.79	55.07
Paper products.....	41.0	39.9	40.8	2.15	2.15	2.04	88.08	85.86	83.19
Pulp and paper mills.....	41.2	40.6	41.0	2.32	2.33	2.19	95.60	84.60	89.59
Other paper products.....	40.4	37.8	40.3	1.67	1.63	1.61	67.41	61.83	65.02
Printing, publishing and allied industries.....	38.4	37.8	38.9	2.19	2.16	2.13	84.03	81.71	82.93
*Iron and steel products.....	40.1	39.0	40.8	2.11	2.09	2.05	84.64	81.54	83.92
Agricultural implements.....	39.8	38.4	39.5	2.15	2.13	2.07	85.85	81.62	81.00
Fabricated and structural steel.....	39.8	38.9	40.9	2.09	2.09	2.00	83.41	81.14	81.83
Hardware and tools.....	40.9	40.4	41.7	1.77	1.77	1.77	72.64	71.68	73.60
Heating and cooking appliances.....	39.1	37.1	40.7	1.79	1.75	1.74	70.11	65.08	70.95
Iron castings.....	40.2	38.8	41.1	1.98	1.96	1.97	79.52	76.33	80.87
Machinery industrial.....	41.0	39.4	41.7	1.96	1.94	1.91	80.46	76.61	79.82
Primary iron and steel.....	39.7	39.2	40.4	2.52	2.50	2.41	100.07	97.83	97.31
Sheet metal products.....	40.4	38.2	40.4	2.05	2.00	1.97	82.91	76.60	79.71
Wire and wire products.....	40.9	39.3	42.2	2.04	2.03	2.05	83.32	79.86	86.26
*Transportation equipment.....	39.8	39.9	40.5	2.09	2.08	2.05	82.98	83.04	83.04
Aircraft and parts.....	42.3	41.3	43.0	2.09	2.06	2.02	88.67	84.96	86.81
Motor vehicles.....	38.6	40.9	39.2	2.29	2.29	2.29	88.38	93.77	89.79
Motor vehicle parts and accessories.....	39.8	39.1	41.0	2.09	2.06	2.04	83.07	80.61	83.57
Railroad and rolling stock equipment.....	39.8	38.7	39.7	1.96	1.95	1.94	77.87	75.53	76.98
Shipbuilding and repairing.....	37.7	38.9	39.9	2.01	2.01	1.94	75.51	78.25	77.44
*Non-ferrous metal products.....	40.5	41.3	40.8	2.11	2.15	2.05	85.36	88.59	83.43
Aluminum products.....	41.6	40.3	42.0	1.87	1.84	1.80	77.81	73.96	75.60
Brass and copper products.....	39.4	37.6	40.1	1.99	1.95	1.92	78.39	73.45	77.10
Smelting and refining.....	40.5	42.7	40.6	2.33	2.38	2.26	94.31	101.75	91.75
*Electrical apparatus and supplies.....	40.4	38.9	40.9	1.87	1.85	1.82	75.45	71.98	74.26
Heavy electrical machinery and equipment.....	40.6	38.7	40.7	2.05	2.04	2.01	83.35	79.02	81.69
Telecommunication equipment.....	40.4	38.8	40.7	1.76	1.72	1.62	70.91	66.74	66.00
Refrigerators, vacuum cleaners and appliances.....	39.3	37.5	39.9	1.94	1.93	1.85	76.14	72.44	73.80
Wire and cable.....	41.1	39.0	42.0	2.02	2.01	2.01	83.24	78.34	84.42
*Miscellaneous electrical products.....	40.3	39.4	41.4	1.75	1.74	1.73	70.69	68.80	71.57
*Non-metallic mineral products.....	40.9	40.1	42.3	1.86	1.84	1.78	76.12	73.89	75.20
Clay products.....	40.4	40.0	41.6	1.68	1.68	1.66	67.82	67.14	69.16
Glass and glass products.....	40.9	41.4	41.9	1.86	1.80	1.78	76.10	74.57	74.31
Products of petroleum and coal.....	40.2	42.2	40.8	2.52	2.57	2.42	101.40	108.62	98.63
Chemical products.....	40.5	40.4	40.8	2.02	2.03	1.93	81.70	82.12	78.52
Medicinal and pharmaceutical preparations.....	39.8	39.5	40.4	1.55	1.54	1.47	61.84	60.87	59.30
Acids, alkalis and salts.....	40.7	41.1	41.2	2.32	2.37	2.23	94.34	97.18	91.68
Miscellaneous manufacturing industries.....	41.4	39.5	41.5	1.50	1.50	1.46	62.21	59.41	60.39
<b>Construction</b> .....	<b>39.3</b>	<b>35.4</b>	<b>40.2</b>	<b>2.01</b>	<b>1.93</b>	<b>1.95</b>	<b>78.97</b>	<b>68.47</b>	<b>78.29</b>
Building and general engineering.....	39.0	34.1	40.1	2.18	2.13	2.10	84.93	72.69	84.15
Highways, bridges and streets.....	39.9	37.6	40.4	1.70	1.63	1.64	67.79	61.37	66.43
Electric and motor transportation.....	42.8	42.8	43.8	1.88	1.88	1.81	80.54	80.60	79.24
<b>Service</b> .....	<b>38.5</b>	<b>38.3</b>	<b>38.9</b>	<b>1.06</b>	<b>1.07</b>	<b>1.03</b>	<b>49.97</b>	<b>40.96</b>	<b>39.88</b>
Hotels and restaurants.....	38.6	38.6	38.9	1.04	1.05	1.00	49.14	40.42	39.01
Laundries and dry cleaning plants.....	39.0	38.3	39.6	1.02	1.02	0.98	39.59	39.09	38.69

\*Durable manufactured goods industries.



# TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED WAGE EARNERS IN MANUFACTURING

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949 = 100)	
				Current Dollars	1959 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1960 February.....	40.4	1.77	71.49	171.3	135.0
March.....	40.5	1.78	71.94	172.4	135.2
April.....	40.5	1.79	72.37	173.4	136.1
May.....	40.1	1.79	71.69	171.8	134.6
June.....	40.4	1.79	72.19	173.0	135.6
July.....	40.6	1.77	72.01†	172.5	134.9
August.....	40.5	1.76	71.46	171.2	133.3
September.....	40.9	1.77	72.37	173.4	134.0
October.....	40.6	1.78	72.66	174.1	134.3
November.....	40.6	1.79	72.82	174.5	134.6
December.....	38.7	1.82	70.60	169.1	130.9
1961 January†.....	40.1	1.81	72.76	174.3	135.2
February†.....	40.4	1.82	73.41	175.9	136.2

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, D.B.S., page ii.

† Revised.

‡ Latest figures subject to revision.

## D—National Employment Service Statistics

### TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Period	Unfilled Vacancies*			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Date Nearest:						
April 1, 1955.....	10,611	11,506	22,117	505,472	114,572	620,044
April 1, 1956.....	23,010	15,668	38,678	428,221	104,745	532,966
April 1, 1957.....	19,523	14,760	34,283	479,539	111,129	590,668
April 1, 1958.....	9,730	10,892	20,622	681,991	171,048	853,039
April 1, 1959.....	11,740	13,399	25,139	611,941	169,625	781,566
April 1, 1960.....	10,402	11,830	22,232	652,107	182,583	834,690
May 1, 1960.....	15,913	14,487	30,400	581,558	174,874	756,432
June 1, 1960.....	21,772	17,210	38,982	389,576	152,848	542,424
July 1, 1960.....	17,227	15,875	33,102	258,719	131,936	390,655
August 1, 1960.....	14,673	12,594	27,267	242,582	128,062	370,644
September 1, 1960.....	13,748	14,427	28,175	236,969	117,044	354,013
October 1, 1960.....	12,239	13,796	26,035	228,632	115,358	343,990
November 1, 1960.....	11,944	10,866	22,810	281,484	124,255	405,739
December 1, 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
January 1, 1961.....	9,859	7,996	17,855	570,789	163,893	734,682
February 1, 1961.....	8,866	8,377	17,243	668,766	185,972	854,738
March 1, 1961 <sup>(1)</sup> .....	8,786	9,513	18,299	691,351	186,991	878,342
April 1, 1961 <sup>(1)</sup> .....	9,927	11,387	21,314	683,034	180,982	864,016

<sup>(1)</sup> Latest figures subject to revision.

\* Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
FEBRUARY 28, 1961<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry	Male	Female	Total	Change from	
				January 31, 1961	February 29, 1960
<b>Agriculture, Fishing, Trapping</b> .....	248	88	336	+ 109	— 26
<b>Forestry</b> .....	213	3	216	— 381	— 256
<b>Mining, Quarrying and Oil Wells</b> .....	262	40	302	+ 69	— 186
Metal Mining.....	193	23	216	+ 54	— 58
Fuels.....	50	10	60	+ 14	— 29
Non-Metal Mining.....	5	0	5	— 1	— 71
Quarrying, Clay and Sand Pits.....	6	1	7	+ 4	0
Prospecting.....	8	6	14	— 2	— 28
<b>Manufacturing</b> .....	2,065	1,349	3,414	+ 263	— 723
Foods and Beverages.....	175	102	277	— 30	— 92
Tobacco and Tobacco Products.....	1	1	2	— 48	— 6
Rubber Products.....	11	8	19	— 2	— 14
Leather Products.....	75	128	203	+ 49	+ 38
Textile Products (except clothing).....	62	63	125	+ 9	+ 2
Clothing (textile and fur).....	93	481	574	+ 94	— 65
Wood Products.....	151	57	208	— 4	— 129
Paper Products.....	68	51	119	+ 13	+ 6
Printing, Publishing and Allied Industries.....	136	85	221	+ 54	+ 32
Iron and Steel Products.....	320	95	415	+ 85	— 267
Transportation Equipment.....	284	51	335	— 50	— 175
Non-Ferrous Metal Products.....	96	26	122	+ 2	— 80
Electrical Apparatus and Supplies.....	197	49	246	+ 4	— 51
Non-Metallic Mineral Products.....	64	28	92	+ 11	— 27
Products of Petroleum and Coal.....	19	8	27	+ 5	+ 7
Chemical Products.....	203	48	251	+ 52	+ 73
Miscellaneous Manufacturing Industries.....	110	68	178	+ 19	+ 25
<b>Construction</b> .....	657	63	720	+ 110	+ 92
General Contractors.....	456	40	496	+ 123	+ 136
Special Trade Contractors.....	201	23	224	— 13	— 44
<b>Transportation, Storage and Communication</b> .....	362	208	570	+ 97	— 78
Transportation.....	221	91	312	+ 84	— 14
Storage.....	16	4	20	+ 10	— 25
Communication.....	125	113	238	+ 3	— 39
<b>Public Utility Operation</b> .....	24	23	47	+ 6	— 35
<b>Trade</b> .....	1,525	1,515	3,040	+ 572	+ 42
Wholesale.....	563	311	874	+ 68	— 111
Retail.....	962	1,204	2,166	+ 504	+ 153
<b>Finance, Insurance and Real Estate</b> .....	514	513	1,027	+ 59	— 110
<b>Service</b> .....	2,620	5,629	8,249	— 501	+ 210
Community or Public Service.....	326	1,573	1,899	+ 60	— 71
Government Service.....	1,577	319	1,896	— 916	+ 849
Recreation Service.....	57	48	105	+ 33	— 3
Business Service.....	308	292	600	+ 77	— 66
Personal Service.....	352	3,397	3,749	+ 245	— 499
<b>Grand Total</b> .....	8,490	9,431	17,921	+ 403	— 1,070

<sup>(1)</sup> Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.

**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT MARCH 2, 1961<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers...	1,374	1,316	2,690	10,047	2,171	12,218
Clerical Workers.....	853	2,431	3,284	24,196	57,585	81,781
Sales Workers.....	1,238	826	2,064	11,121	24,414	35,535
Personal and Domestic Service Workers	465	3,838	4,303	49,422	36,013	85,435
Seamen.....	11	.....	11	6,273	102	6,375
Agriculture, Fishing, Forestry (Ex. log.)	260	28	288	8,794	1,149	9,943
Skilled and Semi-Skilled Workers.....	2,807	831	3,638	336,152	27,456	363,608
Food and kindred products (incl. tobacco).....	40	9	49	2,954	963	3,917
Textiles, clothing, etc.....	72	569	641	3,697	16,114	19,811
Lumber and lumber products.....	259	1	260	47,964	172	48,136
Pulp, paper (incl. printing).....	53	24	77	1,812	819	2,631
Leather and leather products.....	52	65	117	1,624	1,255	2,879
Stone, clay and glass products.....	8	.....	8	1,268	63	1,331
Metalworking.....	368	11	379	28,952	1,302	30,254
Electrical.....	124	17	141	5,661	1,603	7,264
Transportation equipment.....	11	3	14	1,021	34	1,055
Mining.....	37	.....	37	3,688	.....	3,688
Construction.....	351	.....	351	101,000	14	101,014
Transportation (except seamen).....	260	12	272	63,092	190	63,282
Communications and public utility.....	72	.....	72	1,896	8	1,904
Trade and service.....	115	98	213	8,994	3,042	12,036
Other skilled and semi-skilled.....	853	16	869	42,233	1,477	43,710
Foremen.....	52	6	58	7,701	381	8,082
Apprentices.....	80	.....	80	12,595	19	12,614
Unskilled Workers.....	1,778	243	2,021	245,346	38,101	283,447
Food and tobacco.....	12	53	65	10,200	12,550	22,750
Lumber and lumber products.....	109	4	113	28,900	629	29,529
Metalworking.....	31	4	35	12,009	886	12,895
Construction.....	1,132	.....	1,132	128,126	.....	128,126
Other unskilled workers.....	494	182	676	66,111	24,036	90,147
<b>Grand Total.....</b>	<b>8,786</b>	<b>9,513</b>	<b>18,299</b>	<b>691,351</b>	<b>186,991</b>	<b>878,342</b>

(1) Preliminary—subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.



**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT MARCH 2, 1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) March 2, 1961	Previous Month Feb. 2, 1961	Previous Year March 3, 1960	(1) March 2, 1961	Previous Month Feb. 2, 1961	Previous Year March 3, 1960
<b>Newfoundland</b> .....	<b>277</b>	<b>198</b>	<b>259</b>	<b>31,607</b>	<b>29,312</b>	<b>30,509</b>
Corner Brook.....	41	16	63	6,388	6,216	6,551
Grand Falls.....	.....	3	3	3,413	2,653	2,885
St. John's.....	236	179	193	21,806	20,443	21,073
<b>Prince Edward Island</b> .....	<b>76</b>	<b>61</b>	<b>89</b>	<b>6,131</b>	<b>6,014</b>	<b>6,538</b>
Charlottetown.....	31	23	57	3,853	3,784	4,197
Summerside.....	45	38	32	2,278	2,230	2,341
<b>Nova Scotia</b> .....	<b>647</b>	<b>594</b>	<b>481</b>	<b>41,290</b>	<b>37,804</b>	<b>38,644</b>
Amherst.....	13	11	14	1,469	1,505	1,644
Bridgewater.....	22	18	24	2,799	2,495	2,680
Halifax.....	385	391	296	6,862	6,894	7,325
Inverness.....	.....	.....	.....	1,424	1,436	1,558
Kentville.....	37	50	43	4,613	4,328	4,608
Liverpool.....	10	9	4	1,054	997	1,054
New Glasgow.....	27	23	51	5,527	5,504	5,417
Springhill.....	.....	.....	.....	1,307	1,287	1,314
Sydney.....	82	33	12	9,979	7,328	6,891
Truro.....	23	37	16	2,517	2,392	2,129
Yarmouth.....	48	22	21	3,739	3,638	4,124
<b>New Brunswick</b> .....	<b>526</b>	<b>529</b>	<b>661</b>	<b>41,484</b>	<b>39,486</b>	<b>39,181</b>
Bathurst.....	16	17	6	7,340	7,025	6,746
Campbellton.....	16	4	10	3,826	3,458	3,138
Edmundston.....	16	11	18	3,639	3,047	3,190
Fredericton.....	85	76	66	3,097	2,731	3,006
Minto.....	27	19	57	704	702	733
Moncton.....	221	228	193	10,470	10,562	11,179
Newcastle.....	2	10	4	3,801	3,510	3,874
Saint John.....	112	129	250	3,562	3,743	2,568
St. Stephen.....	17	24	34	1,578	1,600	1,573
Sussex.....	12	11	16	836	853	822
Woodstock.....	2	.....	7	2,631	2,255	2,352
<b>Quebec</b> .....	<b>3,781</b>	<b>3,591</b>	<b>3,952</b>	<b>251,795</b>	<b>270,116</b>	<b>271,266</b>
Alma.....	4	11	7	3,385	2,815	3,420
Asbestos.....	1	1	3	1,137	1,114	1,123
Baie Comeau.....	2	3	2	1,221	1,066	1,307
Beauharnois.....	15	12	15	1,984	1,954	1,798
Buckingham.....	12	4	11	1,920	1,741	1,788
Causapscal.....	14	19	3	3,818	3,483	3,954
Chandler.....	5	5	4	2,755	2,699	2,948
Chicoutimi.....	96	94	78	3,528	3,038	2,940
Cowansville.....	15	17	36	753	856	739
Dolbeau.....	19	15	54	2,568	1,898	2,310
Drummondville.....	48	30	16	3,175	3,230	3,153
Farnham.....	13	8	114	1,110	968	946
Forestville.....	4	12	.....	1,878	1,372	1,925
Gaspé.....	14	17	5	2,596	2,452	2,801
Granby.....	8	23	35	3,226	3,231	2,458
Hull.....	48	41	13	6,151	6,099	6,283
Joliette.....	83	54	53	6,263	6,540	6,564
Jonquière.....	69	26	20	3,723	3,419	3,317
Lachute.....	12	11	10	1,304	1,270	1,053
La Malbaie.....	10	11	18	3,384	3,003	3,562
La Tuque.....	5	4	10	1,437	1,213	1,207
Lévis.....	18	24	22	6,631	6,330	6,079
Louisville.....	36	20	10	1,902	1,719	2,053
Magog.....	3	2	9	940	1,015	916
Maniwaki.....	9	54	3	1,899	1,409	1,338
Matane.....	10	10	10	4,962	4,338	5,629
Mégantic.....	13	4	1	2,004	1,703	2,146
Mont-Laurier.....	17	12	9	2,982	1,593	1,565
Montmagny.....	7	12	5	2,986	2,621	2,701
Montreal.....	1,812	1,685	1,975	93,105	93,767	86,979
New Richmond.....	7	5	4	3,001	2,807	3,183
Port Alfred.....	31	1	1	1,942	1,572	2,215
Quebec.....	436	388	393	19,469	18,453	18,936
Rimouski.....	32	29	73	6,600	6,272	6,718
Rivière du Loup.....	12	10	16	8,501	7,337	7,957
Roberval.....	31	72	19	2,141	1,719	2,015
Rouyn.....	57	67	33	4,285	3,908	3,311
Ste. Agathe.....	19	14	14	2,042	1,862	1,871
Ste. Anne de Bellevue.....	59	51	49	1,804	1,831	1,715
Ste. Thérèse.....	42	21	30	3,468	3,556	3,518
St. Hyacinthe.....	42	37	41	3,397	3,219	3,753
St. Jean.....	26	52	45	3,045	3,180	3,551
St. Jérôme.....	18	17	33	2,879	2,870	2,897
Sept-Îles.....	125	86	109	3,305	3,336	2,964
Shawinigan.....	47	42	43	6,384	5,756	5,213
Sherbrooke.....	152	176	147	7,441	7,484	7,054
Sorel.....	63	58	46	3,182	3,331	3,244
Thetford Mines.....	25	22	52	2,894	2,900	3,665
Trois-Rivières.....	59	44	143	7,685	7,792	7,520

**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT MARCH 2, 1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) March 2, 1961	Previous Month Feb. 2, 1961	Previous Year March 3, 1960	(1) March 2, 1961	Previous Month Feb. 2, 1961	Previous Year March 3, 1960
<b>Quebec—Cont'd.</b>						
Val d'Or.....	26	40	43	2,688	2,184	2,346
Valleyfield.....	5	5	26	3,574	3,563	3,237
Victoriaville.....	30	22	25	3,264	3,441	3,470
Ville St. Georges.....	15	91	16	4,988	3,785	4,911
<b>Ontario.....</b>	<b>7,272</b>	<b>6,658</b>	<b>7,376</b>	<b>272,086</b>	<b>269,346</b>	<b>249,667</b>
Armiprior.....	114	76	59	533	540	625
Barrie.....	16	31	22	2,011	1,999	2,000
Belleville.....	99	63	54	2,967	2,856	2,821
Bracebridge.....	49	47	74	2,161	2,023	1,946
Brampton.....	33	16	22	2,145	2,191	2,386
Brantford.....	43	49	90	4,089	4,169	3,595
Brockville.....	54	50	26	1,121	1,063	981
Carleton Place.....	10	9	14	502	618	600
Chatham.....	84	122	61	3,396	2,852	2,792
Cobourg.....	52	53	42	1,436	1,436	1,348
Collingwood.....	4	3	4	1,291	1,445	1,228
Cornwall.....	55	48	105	4,672	4,630	4,999
Elliot Lake.....	16	20	40	543	552	418
Fort Erie.....	3	9	10	1,126	1,063	977
Fort Frances.....	28	64	16	959	855	945
Fort William.....	52	74	129	4,157	3,808	3,990
Galt.....	63	47	53	2,555	2,291	1,679
Gananoque.....	5	3	8	574	594	528
Goderich.....	18	14	30	951	929	1,042
Guelph.....	24	32	52	2,949	3,352	2,449
Hamilton.....	697	629	791	21,067	21,797	16,306
Hawkesbury.....	10	16	18	1,469	1,415	1,410
Kapuskasing.....	10	20	41	1,247	904	1,036
Kenora.....	147	8	19	1,392	1,239	1,256
Kingston.....	99	62	99	2,949	2,826	3,117
Kirkland Lake.....	45	57	61	2,024	2,016	1,958
Kitchener.....	98	133	150	4,609	5,232	3,999
Leamington.....	29	29	36	1,713	1,435	1,608
Lindsay.....	6	6	12	1,082	1,032	918
Listowel.....	23	27	15	747	774	706
London.....	360	295	423	7,593	7,704	7,034
Long Branch.....	111	105	152	5,527	5,649	5,570
Midland.....	11	9	21	1,769	1,824	1,801
Napanee.....	5	11	7	1,046	1,013	1,050
Newmarket.....	38	16	45	2,257	2,106	2,271
Niagara Falls.....	37	38	59	4,091	4,159	3,304
North Bay.....	54	29	15	3,342	2,933	2,735
Oakville.....	83	96	82	1,451	1,424	1,135
Orillia.....	23	13	27	1,828	1,885	1,465
Oshawa.....	53	50	94	5,836	5,610	5,115
Ottawa.....	795	683	638	10,108	9,641	9,383
Owen Sound.....	25	27	63	3,031	3,020	2,928
Parry Sound.....	.....	1	3	854	801	919
Pembroke.....	62	53	66	2,730	2,579	2,933
Perth.....	24	16	16	813	834	893
Peterborough.....	37	49	67	5,358	5,110	4,680
Pictou.....	12	3	13	745	767	730
Port Arthur.....	174	153	143	6,146	5,370	5,572
Port Colborne.....	24	18	13	1,274	1,339	1,290
Prescott.....	29	56	16	1,300	1,296	1,369
Renfrew.....	8	8	4	822	847	868
St. Catharines.....	274	112	135	6,312	6,344	5,297
St. Thomas.....	27	54	31	1,605	1,691	1,422
Sarnia.....	69	74	74	4,020	4,072	3,688
Sault Ste. Marie.....	114	127	156	4,832	4,812	2,925
Simcoe.....	49	53	42	2,236	2,037	1,746
Sioux Lookout.....	11	40	6	345	285	281
Smiths Falls.....	9	4	20	765	739	706
Stratford.....	33	20	35	1,402	1,407	1,348
Sturgeon Falls.....	15	12	5	1,321	1,210	1,401
Sudbury.....	210	197	124	6,208	5,808	5,804
Tillsonburg.....	25	15	12	791	646	638
Timmins.....	45	46	50	3,164	2,800	3,046
Toronto.....	1,719	1,618	2,049	66,351	66,710	64,449
Trenton.....	54	47	46	1,209	1,205	1,252
Walkerton.....	46	28	27	1,523	1,453	1,180
Wallaceburg.....	14	11	3	1,295	1,178	1,182
Welland.....	170	219	42	2,899	3,063	2,385
Weston.....	243	267	93	5,463	5,628	5,739
Windsor.....	178	151	268	11,930	12,466	10,851
Woodstock.....	16	17	39	2,004	1,945	1,719
<b>Manitoba.....</b>	<b>1,427</b>	<b>1,299</b>	<b>1,900</b>	<b>37,353</b>	<b>35,548</b>	<b>33,567</b>
Brandon.....	118	116	231	3,374	3,376	3,602
Dauphin.....	23	22	21	2,514	2,414	2,355
Flin Flon.....	20	16	41	283	290	312
Portage la Prairie.....	29	37	42	1,802	1,776	1,769
The Pas.....	78	76	69	520	498	511
Winnipeg.....	1,159	1,032	1,496	28,860	27,194	25,018

**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT MARCH 2, 1961**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) March 2, 1961	Previous Month Feb. 2, 1961	Previous Year March 3, 1960	(1) March 2, 1961	Previous Month Feb. 2, 1961	Previous Year March 3, 1960
<b>Saskatchewan</b> .....	<b>957</b>	<b>859</b>	<b>669</b>	<b>29,493</b>	<b>28,618</b>	<b>28,024</b>
Estevan.....	31	18	31	790	745	756
Lloydminster.....	16	17	9	803	742	630
Moose Jaw.....	60	53	94	2,332	2,338	2,411
North Battleford.....	46	44	27	1,915	1,796	1,788
Prince Albert.....	291	343	44	3,288	3,283	3,417
Regina.....	210	174	184	7,197	6,954	6,395
Saskatoon.....	162	133	178	6,717	6,503	6,261
Swift Current.....	43	21	41	1,562	1,484	1,525
Weyburn.....	9	13	12	865	837	772
Yorkton.....	89	43	49	4,024	3,936	4,069
<b>Alberta</b> .....	<b>1,858</b>	<b>1,977</b>	<b>1,961</b>	<b>45,759</b>	<b>44,326</b>	<b>40,662</b>
Blairmore.....	3	2	8	773	778	558
Calgary.....	466	430	509	13,454	13,292	12,470
Drumheller.....	69	7	13	876	711	816
Edmonton.....	962	1,173	1,082	20,902	20,044	19,203
Edson.....	57	42	64	710	638	579
Grande Prairie.....	32	41	.....	1,356	1,308	.....
Lethbridge.....	66	73	106	3,660	3,701	3,703
Medicine Hat.....	82	148	88	1,938	1,829	1,567
Red Deer.....	131	61	91	2,090	2,025	1,736
<b>British Columbia</b> .....	<b>1,478</b>	<b>1,477</b>	<b>1,759</b>	<b>91,344</b>	<b>94,168</b>	<b>78,995</b>
Chilliwack.....	29	23	40	2,540	2,646	2,123
Courtenay.....	13	15	98	1,814	1,639	1,296
Cranbrook.....	17	12	8	1,667	1,531	1,451
Dawson Creek.....	11	19	7	1,389	1,325	1,397
Duncan.....	27	42	37	1,206	1,457	1,020
Kamloops.....	13	3	10	1,823	1,874	1,689
Kelowna.....	22	25	16	2,146	2,208	2,016
Kitimat.....	3	3	65	281	275	241
Mission City.....	29	28	14	1,787	1,985	1,635
Nanaimo.....	6	16	16	1,974	2,041	1,521
Nelson.....	13	15	16	1,629	1,619	1,518
New Westminster.....	149	172	183	12,782	13,155	10,432
Penticton.....	16	25	21	2,310	2,280	2,186
Port Alberni.....	28	41	33	1,110	1,355	917
Prince George.....	62	38	66	2,360	2,402	1,819
Prince Rupert.....	19	15	15	2,135	2,326	1,866
Princeton.....	25	4	6	682	711	524
Quesnel.....	17	22	26	1,256	1,276	969
Trail.....	57	57	35	1,554	1,536	1,522
Vancouver.....	680	599	816	39,312	40,651	34,018
Vernon.....	25	11	24	3,059	3,083	2,825
Victoria.....	120	133	178	5,766	5,946	5,371
Whitehorse.....	97	159	29	772	847	639
<b>Canada</b> .....	<b>18,299</b>	<b>17,243</b>	<b>19,107</b>	<b>878,342</b>	<b>854,738</b>	<b>817,053</b>
Males.....	8,786	8,866	8,431	691,351	668,766	634,332
Females.....	9,513	8,377	10,676	186,991	185,972	182,721

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

**TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES, 1956-1961**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1956.....	1,046,979	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	986,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1960.....	958,300	641,872	316,428	86,848	252,019	302,048	198,474	118,911
1960 (2 months).....	111,881	74,318	37,563	10,301	31,626	38,363	20,933	10,658
1961 (2 months).....	117,083	76,822	40,261	11,746	35,779	35,752	23,713	10,093



## E—Unemployment Insurance

**TABLE E-1—BENEFICIARIES AND BENEFIT PAYMENTS BY PROVINCE,  
FEBRUARY 1961**

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	37.0	147,858	3,420,997
Prince Edward Island.....	6.5	25,824	545,170
Nova Scotia.....	38.0	152,022	3,404,317
New Brunswick.....	36.9	147,403	3,253,126
Quebec.....	224.0	895,828	21,563,499
Ontario.....	225.1	900,225	21,885,857
Manitoba.....	32.4	129,409	3,146,673
Saskatchewan.....	25.7	102,762	2,493,876
Alberta.....	37.0	147,842	3,663,309
British Columbia.....	75.1	300,366	7,612,098
Total, Canada, February 1961.....	737.4	2,949,539	70,988,922
Total, Canada, January, 1961.....	672.5	2,824,373	67,660,186
Total, Canada, February 1960.....	677.3	2,844,711	62,585,967

**TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY  
NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE  
POSTAL, FEBRUARY 28, 1961**

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total claimants	Number of weeks on claim							Percent- age Postal	February 29, 1960 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	872,842	145,485	77,064	175,223	234,466	102,977	45,144	92,483	39.0	814,241
Male.....	697,239	117,094	62,441	142,425	199,298	83,487	33,766	58,728	42.5	645,123
Female.....	175,603	28,391	14,623	32,798	35,168	19,490	11,378	33,755	25.0	169,118
Newfoundland.....	40,164	4,095	2,382	7,551	17,864	4,195	1,413	2,664	81.5	38,702
Male.....	38,101	3,840	2,232	7,141	17,416	4,008	1,281	2,183	82.9	36,804
Female.....	2,063	255	150	410	448	187	132	481	55.9	1,898
Prince Edward Island.....	7,915	530	414	1,647	4,081	771	186	286	79.2	8,365
Male.....	6,673	451	357	1,407	3,502	651	142	163	81.4	7,137
Female.....	1,242	79	57	240	579	120	44	123	67.3	1,168
Nova Scotia.....	47,972	7,482	4,528	11,116	13,819	4,810	2,000	4,217	55.7	43,144
Male.....	42,065	6,668	3,964	9,814	12,606	4,229	1,658	3,129	57.4	37,209
Female.....	5,904	814	564	1,302	1,213	581	342	1,088	43.3	5,935
New Brunswick.....	44,584	5,447	3,340	10,050	15,078	5,338	2,097	3,234	72.6	41,719
Male.....	38,034	4,802	2,917	8,862	13,378	4,268	1,563	2,244	75.1	35,079
Female.....	6,550	645	423	1,188	1,700	1,070	534	990	57.9	6,640
Quebec.....	274,572	49,037	26,146	55,812	70,429	30,703	13,459	28,986	40.9	266,287
Male.....	224,537	40,352	22,390	47,596	60,611	25,028	10,239	17,821	44.4	216,807
Female.....	50,035	8,185	3,756	8,216	9,818	5,675	3,220	11,165	25.3	49,480
Ontario.....	257,967	45,150	23,057	48,959	62,978	29,909	14,591	33,323	23.5	238,286
Male.....	191,748	33,653	17,380	36,861	49,841	22,973	10,365	20,675	24.7	174,111
Female.....	66,219	11,497	5,677	12,098	13,137	6,936	4,226	12,648	19.7	64,175
Manitoba.....	39,390	7,110	3,943	9,155	10,121	5,001	1,678	2,382	32.5	34,096
Male.....	31,264	5,505	3,027	7,153	8,618	4,154	1,263	1,544	36.9	26,522
Female.....	8,126	1,605	916	2,002	1,503	847	415	838	15.2	7,574
Saskatchewan.....	28,398	3,935	2,399	6,419	8,794	3,993	1,274	1,584	52.7	27,222
Male.....	23,261	3,199	1,937	5,085	7,751	3,463	965	861	56.9	22,300
Female.....	5,137	736	462	1,334	1,043	530	309	723	31.1	4,922
Alberta.....	44,116	8,214	4,569	9,770	9,767	6,103	2,368	3,325	32.2	38,635
Male.....	35,161	6,670	3,669	7,731	8,325	5,088	1,693	1,985	34.9	30,454
Female.....	8,955	1,544	900	2,039	1,442	1,015	675	1,340	21.6	8,181
British Columbia.....	87,764	14,485	6,286	14,744	21,535	12,154	6,078	12,482	30.9	77,845
Male.....	66,392	11,454	4,568	10,775	17,250	9,625	4,597	8,123	33.3	58,700
Female.....	21,372	3,031	1,718	3,969	4,285	2,529	1,481	4,359	23.3	19,145

**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE,  
FEBRUARY, 1961**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed of†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	6,761	5,095	1,666	7,032	5,843	1,189	2,145
Prince Edward Island.....	981	809	172	1,072	940	132	235
Nova Scotia.....	11,627	7,354	4,273	12,695	11,492	1,203	2,154
New Brunswick.....	9,373	7,363	2,010	9,998	8,567	1,431	2,205
Quebec.....	76,000	55,149	20,851	80,562	69,969	10,593	22,975
Ontario.....	75,872	51,840	24,032	81,788	71,755	10,033	19,671
Manitoba.....	10,484	8,195	2,289	11,423	9,977	1,446	2,369
Saskatchewan.....	6,396	5,133	1,263	6,842	5,909	933	1,694
Alberta.....	13,742	9,893	3,849	14,342	12,514	1,828	3,415
British Columbia.....	23,368	15,871	7,497	24,284	20,930	3,354	6,115
Total, Canada, February 1961...	234,604	166,702	67,902	250,038	217,896	32,142	62,978
Total, Canada, January 1961.....	344,237	254,949	89,288	388,252	338,681	49,571	78,414
Total, Canada, February 1960...	240,271	175,348	64,923	246,270	212,045	34,225	63,767

\* In addition, revised claims received numbered 52,893.

† In addition, 56,189 revised claims were disposed of. Of these, 7,424 were special requests not granted and 1,516 were appeals by claimants. There were 13,188 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE  
UNEMPLOYMENT INSURANCE ACT**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of	Total	Employed	Claimants
1961—January.....	4,259,000	3,412,100	846,900
1960—December.....	4,288,000	3,533,900	754,100
November.....	4,151,000	3,665,800	485,200
October.....	4,042,000	3,711,800	330,200
September.....	4,037,000	3,757,500	279,500
August.....	4,040,000	3,759,800	280,200
July.....	4,024,000	3,729,900	294,100
June.....	4,048,000	3,751,600	296,400
May.....	3,988,000	3,623,700	364,300
April.....	4,222,000	3,507,100	714,900
March.....	4,307,000	3,484,000	823,000
February.....	4,308,000	3,493,800	814,200
January.....	4,296,000	3,513,500	782,500

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

1957 Weighted

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year.....	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year.....	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year.....	127.2	122.1	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	141.1	154.8	145.6	115.8
1960—April.....	128.3	122.1	132.7	110.6	142.3	154.7	144.8	115.8
May.....	128.2	122.0	132.8	111.0	141.0	155.1	145.4	115.7
June.....	128.6	122.6	132.9	111.2	141.1	155.4	145.4	115.7
July.....	128.3	122.6	132.9	111.1	139.9	155.4	145.0	115.8
August.....	128.6	123.3	133.1	110.5	140.2	154.9	145.1	115.8
September.....	128.2	122.5	133.2	110.7	138.8	154.9	145.1	115.8
October.....	128.7	123.5	133.3	111.3	138.7	155.7	145.8	115.8
November.....	129.1	123.5	133.3	112.4	141.9	154.7	146.6	115.8
December.....	129.3	124.2	133.3	112.4	141.8	154.9	146.6	115.8
1961—January.....	129.2	124.4	133.2	111.6	141.1	155.0	146.3	115.8
February.....	128.9	124.0	133.1	111.5	141.1	154.6	146.7	115.7
March.....	129.1	124.0	133.2	111.8	141.0	154.4	146.6	115.7
April.....	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF MARCH 1961**

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	March 1960	February 1961	March 1961					
<sup>1)</sup> St. John's, Nfld.....	114.5	116.2	116.5	110.4	114.9	110.7	112.0	132.9
Halifax.....	126.7	128.0	128.0	118.7	135.7	121.1	129.5	140.6
Saint John.....	128.9	129.8	129.7	122.9	140.1	120.8	124.5	143.2
Montreal.....	126.5	129.4	129.0	127.8	146.2	107.5	119.0	139.0
Ottawa.....	127.4	129.4	130.1	123.5	149.3	115.0	122.4	140.7
Toronto.....	129.2	131.0	130.9	122.9	152.9	114.7	123.6	139.9
Winnipeg.....	124.0	126.9	127.0	123.1	135.8	116.9	119.5	137.3
Saskatoon—Regina.....	123.4	124.5	124.8	119.3	124.7	124.3	126.2	130.7
Edmonton—Calgary.....	123.3	124.7	124.5	117.7	125.5	120.6	127.4	133.4
Vancouver.....	128.7	129.9	129.6	122.5	137.5	117.0	135.8	137.2

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

<sup>1)</sup> St. John's index on the base June 1951 = 100.



## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 422, April issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1956-1961**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
*1960.....	272	278	48,812	747,120	0.06
*1960: March.....	21	30	3,381	29,270	0.03
April.....	16	30	2,482	21,480	0.02
May.....	22	39	7,191	75,260	0.07
June.....	24	41	7,249	51,240	0.04
July.....	22	37	5,186	39,100	0.03
August.....	32	43	10,856	127,560	0.11
September.....	33	57	13,072	115,280	0.10
October.....	34	59	9,242	92,640	0.09
November.....	28	61	5,889	52,520	0.05
December.....	12	29	1,891	30,160	0.03
*1961: January.....	6	21	2,346	28,140	0.03
February.....	8	18	1,601	20,320	0.02
March.....	21	34	4,426	41,160	0.04

\* Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, MARCH 1961, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Agriculture.....	1	22	40
Logging.....			
Fishing.....			
Mining.....			
Manufacturing.....	15	3,424	36,070
Construction.....	10	650	3,240
Transportation, etc.....	1	20	10
Public utilities.....			
Trade.....	3	88	750
Service.....	4	222	1,050
All industries.....	34	4,426	41,160

**TABLE G-3—STRIKES AND LOCKOUTS, MARCH 1961, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	1	1,120	7,840
New Brunswick.....			
Quebec.....	8	1,725	24,640
Ontario.....	22	1,473	7,990
Manitoba.....			
Saskatchewan.....	1	53	370
Alberta.....	1	14	140
British Columbia.....	1	41	180
Federal.....			
All jurisdictions....	34	4,426	41,160

**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
MARCH 1961**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			March	Accu- mulated		
<b>MANUFACTURING</b> <i>Paper Products</i> Building Products, Pont-Rouge, Que.	Pulp and Paper Workers' Federation (CNTU)	290 (20)	7,540	22,040	Nov. 24 .....	Wages~
<i>Transportation Equipment</i> Canadian Vickers (Marine Division), Montreal, Que.	Metal Trades Fed- eration (CNTU)	1,150	12,650	12,650	Mar. 15 Mar. 30	Wages, hours, pension plan~6¢ an hr. wage in- crease from Jan. 1961, 4¢ an hr. eff. Jan. 1962, 5¢ an hr. July 1962; reduction in hours Jan. 1963, pension plan.
Chrysler Corporation of Canada, Windsor, Ont.	Auto Workers Loc. 444 (AFL-CIO/CLC)	330 (1,170)	330	330	Mar. 16 Mar. 17	Interpretation of senior- ity clause~Return of workers.
Halifax Shipyards, Halifax, Dartmouth, N.S.	Marine Workers' Federation Locs. 1 & 13 (CLC)	1,120	7,840	7,840	Mar. 22 .....	Wages~
<i>Miscellaneous Manufacturing Industries</i> Sperry Gyroscope Co. of Canada, St. Laurent, Que.	I.U.E. Loc. 514 (AFL-CIO/CLC)	110	2,420	7,540	Sep. 15 .....	Wages~
<b>CONSTRUCTION</b> Five electrical contractors, Maitland, Ont.	I.B.E.W. Loc. 115 (AFL-CIO/CLC)	135	660	660	Mar. 6 Mar. 14	Travelling and living allowances~Provision of free bus transportation.
Seven building sub-contractors, Oshawa, Ont.	Bricklayers Loc. 40 (AFL-CIO/CLC)	155	780	780	Mar. 6 Mar. 13	Wages~Sub-contractors released by general con- tractor.
Frid. Construction, London, Ont.	Carpenters Loc. 1946 (AFL-CIO/CLC) Structural Iron Workers Loc. 700 (AFL-CIO/ CLC)	170	170	170	Mar. 13 Mar. 14	Jurisdictional dispute~ Referral to Ontario La- bour Relations Board.
<b>Service</b> <i>Recreational Service</i> Canadian National Sportman's Show, Toronto, Ont.	Carpenters Loc. 27 (AFL-CIO/CLC)	150	450	450	Mar. 2 Mar. 5	Letting contracts to non- union contractors~Re- turn of workers.

Figures in parentheses indicate the number of workers indirectly affected.

## H—Industrial Accidents

**TABLE H-1—INDUSTRIAL FATALITIES IN CANADA BY MAIN  
INDUSTRY GROUPS, 1928-1960**

	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	Total
1928.....	194	176	43	260	201	250	34	353	64	.....	102	.....	1,677
1929.....	156	235	54	234	250	298	40	326	58	1	114	.....	1,766
1930.....	122	175	36	258	196	324	42	327	58	.....	117	.....	1,655
1931.....	163	76	40	158	142	217	44	205	43	3	97	.....	1,188
1932.....	154	73	30	123	116	124	21	196	51	2	83	1	974
1933.....	111	91	36	112	103	65	15	161	48	3	63	.....	808
1934.....	151	114	47	144	103	118	20	165	52	.....	86	.....	1,000
1935.....	124	116	38	175	133	103	25	184	44	1	66	.....	1,009
1936.....	127	133	57	181	112	105	14	240	45	2	86	2	1,071
1937.....	156	149	52	201	157	170	23	227	46	1	65	.....	1,247
1938.....	156	143	30	253	136	154	19	166	44	.....	66	.....	1,167
1939.....	162	148	29	169	110	133	25	181	44	.....	70	.....	1,107
1940.....	127	177	34	175	144	173	25	236	51	1	65	.....	1,208
1941.....	144	178	24	262	263	176	30	317	65	1	93	.....	1,553
1942.....	107	170	34	199	315	227	21	318	44	1	84	.....	1,510
1943.....	99	151	49	213	310	154	16	334	59	1	79	.....	1,465
1944.....	109	137	34	159	271	100	17	264	53	1	59	.....	1,204
1945.....	114	166	20	188	269	127	24	292	52	.....	88	5	1,345
1946.....	119	145	41	174	346	132	22	237	53	3	99	7	1,378
1947.....	117	192	30	190	265	170	40	289	57	8	110	8	1,476
1948.....	94	171	30	194	268	182	45	248	45	3	106	1	1,357
1949 <sup>(1)</sup> .....	113	141	32	201	249	152	42	249	43	2	131	4	1,359
1950 <sup>(1)</sup> .....	58	160	42	173	243	156	61	193	54	.....	119	.....	1,259
1951 <sup>(1)</sup> .....	97	179	20	188	219	213	31	240	49	3	130	.....	1,369
1952 <sup>(1)</sup> .....	102	176	21	212	228	248	42	242	44	1	102	.....	1,418
1953 <sup>(1)</sup> .....	114	167	33	187	242	223	35	178	58	4	80	.....	1,321
1954 <sup>(1)</sup> .....	100	168	31	204	207	234	26	193	53	3	73	.....	1,296
1955 <sup>(1)</sup> .....	88	183	32	179	219	243	42	211	50	5	74	.....	1,326
1956.....	106	197	18	250	200	312	30	228	56	1	64	.....	1,462
1957.....	92	141	23	185	209	340	42	207	66	2	80	.....	1,387
1958.....	97	129	38	231	166	281	31	163	40	4	89	.....	1,269
1959.....	101	143	72	175	195	297	33	182	50	2	76	.....	1,326
1960 <sup>(2)</sup> .....	69	124	25	175	175	187	36	151	50	2	92	.....	1,086

<sup>(1)</sup> Prior to 1956 the Department had classified as "industrial" fatalities, deaths which occurred at the place of work of the deceased person even though such deaths were not the result of a condition or event connected with the employment of the person concerned. This practice has been discontinued. Figures for the years 1949 to 1955 have been revised accordingly.

<sup>(2)</sup> These figures are preliminary. They include 884 reported by the Workmen's Compensation Boards and the Board of Transport Commissioners and 202 compiled from other sources some of which will presently be reported by the Boards. The 202 fatalities were distributed as follows: Agriculture 67; Logging 15; Fishing and Trapping 20; Mining 9; Manufacturing 11; Construction 26; Public Utilities 3; Transportation, Storage and Communications 29; Trade 3; Finance 2; Service 17.



TABLE H-2—INDUSTRIAL FATALITIES IN CANADA BY INDUSTRIES AND CAUSES

Causes	1960 (1)										1959 (2)															
	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL	Agriculture	Logging	Fishing and Trapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Storage and Communications	Trade	Finance	Service	Unclassified	TOTAL
<b>Striking Against and Stepping on Objects:</b>																										
Tools.....					1								2													
Machinery.....						1		1																		
Belts, pulleys, chains, lines, etc.																										
Working materials.....																										
Nails and spikes.....																										
Buildings and structures (including parts of these such as doors, windows, etc.)						1							2													
Working surfaces.....																										
Miscellaneous.....																										
<b>Total.....</b>					<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>					<b>5</b>					<b>1</b>	<b>1</b>						<b>2</b>	
<b>Struck by:</b>																										
Tools.....		1											3													
Machinery.....	1				1		1						8													
Belts, pulleys, chains, lines, etc.						2																				
Cranes, derricks, other hoisting or conveying apparatus		1																								
Automobiles or trucks.....					3	6							15													
Tractors, loadmobiles, etc.													23													
Mine or quarry cars.....													5													
Tain or other railway vehicles.....													1													
Streetcars.....																										
Other motor-driven transportation vehicles, N.E.C.													16													
Man-powered vehicles and craft.....																										
Objects thrown or kicked back by tools.....													2													
Objects thrown or kicked back by machines.....	1	2			6								10													
Objects being hoisted or conveyed.....					5								9													
Objects falling or flying.....					28								19													
Materials being handled by fallers and quarrers.....					2								5													
Materials being handled by faller or mill worker.....					2								10													
Materials being handled by victim.....		3			1								1													
Materials falling from stockpiles or loads.....		14			1								31													
Another person (other than acts of violence)					1								1													
Animals.....													1													
Falling trees or limbs.....		43			1								4													
Landslides or cave-ins.....													51													
Flying particles.....					12								32													
Animal-drawn vehicles.....					2								5													
Miscellaneous.....																										
<b>Total.....</b>	<b>11</b>	<b>69</b>			<b>63</b>	<b>44</b>	<b>52</b>	<b>4</b>	<b>15</b>	<b>5</b>	<b>13</b>		<b>276</b>	<b>16</b>	<b>85</b>	<b>1</b>	<b>67</b>	<b>45</b>	<b>82</b>	<b>5</b>	<b>50</b>	<b>6</b>		<b>15</b>	<b>372</b>	

**Caught In, On or Between:**

<b>Caught In, On or Between:</b>																	
Machinery.....	2	1	2	10	3	1	1	20	5	1	1	13	3	1	1	1	25
Belts, pulleys, chains, lines, etc.....	1	1	2	3	2	5	2	18	1	1	2	4	7	3	1	7	21
Elevators, hoisting and conveying apparatus.....	1	1	3	1	2	5	2	13	1	1	4	6	6	3	1	1	22
Buildings and structures (including parts of these such as doors, windows, etc.).....	1	1	2	2	2	1	1	3	3	1	1	6	6	1	1	1	6
Automobiles and trucks.....	1	2	3	4	3	3	1	16	1	2	1	1	4	1	1	1	11
Tractors, loadmobiles, etc.....	1	1	2	7	1	1	1	14	9	1	1	8	4	2	1	1	22
Mine and quarry cars.....	1	1	8	1	1	5	1	9	1	1	6	1	1	1	1	1	5
Trains and other railway vehicles.....	1	1	1	1	1	1	1	8	1	1	1	1	1	6	1	1	8
Streetcars.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	8
Miscellaneous transportation vehicles and craft.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	8
Materials in use or stored in plant.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	8
Objects in, water (e.g., logs, caught between boat and wharf).....	1	1	1	1	1	1	1	2	1	1	1	1	1	1	1	1	8
Miscellaneous.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	8
<b>Total.....</b>	<b>4</b>	<b>5</b>	<b>21</b>	<b>19</b>	<b>19</b>	<b>19</b>	<b>2</b>	<b>94</b>	<b>16</b>	<b>6</b>	<b>1</b>	<b>14</b>	<b>22</b>	<b>29</b>	<b>13</b>	<b>3</b>	<b>109</b>
<b>Collisions (including derailments, wrecks, etc., but not falls, slips, struck by caught in on or between)</b>																	
Involving street railways.....	1	1	1	1	1	1	1	16	1	1	1	2	2	13	1	1	16
Involving automobiles and trucks.....	3	6	5	25	18	34	20	124	3	10	1	10	21	39	2	41	153
Involving tractors, loadmobiles, etc.....	33	5	6	2	14	5	5	69	39	6	2	3	10	1	3	2	66
Involving mine and quarry cars.....	1	1	1	1	1	1	1	6	4	5	1	4	1	1	1	1	61
Involving water craft.....	1	5	4	1	1	1	1	20	5	7	1	1	1	16	2	5	38
Involving aircraft.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	5
Involving other transport agencies.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	5
Involving elevators and other hoisting and conveying apparatus.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Involving animal-drawn vehicles and implements.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Involving miscellaneous agencies.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Total.....</b>	<b>36</b>	<b>13</b>	<b>5</b>	<b>15</b>	<b>28</b>	<b>32</b>	<b>2</b>	<b>236</b>	<b>47</b>	<b>28</b>	<b>52</b>	<b>14</b>	<b>29</b>	<b>53</b>	<b>4</b>	<b>75</b>	<b>341</b>
<b>Falls and Slips</b>																	
(a) falls on same level.....																	
Due to rough ground or floor surfaces.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to collapse of resistance.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to tripping over or stepping on object.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to slippery surface.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to slipping while handling materials.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to slipping while operating machines.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to physical condition of workman.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Due to vehicles in motion (other than struck by, collision, etc.).....	4	1	1	1	1	1	1	5	1	1	1	1	1	1	1	1	1
Miscellaneous.....	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
<b>Sub Total.....</b>	<b>4</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>17</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>8</b>

TABLE H-2. INDUSTRIAL FATALITIES IN CANADA BY INDUSTRIES AND CAUSES

Causes	1950-1											1959-61														
	Agriculture	Logging	Fishing and Tapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Communications	Trade	Finance	Service	Unclassified	TOTAL	Agriculture	Logging	Fishing and Tapping	Mining and Quarrying	Manufacturing	Construction	Public Utilities	Transportation, Communications	Trade	Finance	Service	Unclassified	TOTAL
(b) falls to different levels																										
From ladders or stairs.....		1			1	8		2	1	3		16														16
From scaffolds and stagings.....					6	12		2		2		22														22
From platforms, ramps and stationary vehicles.....					2	5		2		1		13														13
From buildings, roofs and towers.....				1	4	11	2	1		1		21														21
From bridges, trestles and catwalks.....		1			1	3						6														6
From poles, trees, logs and stumps.....							1					1														1
From stockpiles and loads.....	2	1		3	1							6														6
From moving railway vehicles.....					1	1	4					5														5
From other moving transportation vehicles.....	5	1		1	1	1						9														9
Into holds of vessels.....							3					3														3
Into shafts, pits, excavations, etc.....	1			5	2	2						12														12
Into rivers, lakes, sea or harbours.....	1	23	18	3	9	7	3	20	3			95														121
Into storage bunkers.....							1					8														8
Into tanks, vats or kilns.....					2							1														1
Miscellaneous falls to different levels.....					1	3						5														5
Sub Total.....	9	26	19	13	31	52	6	33	10	1	18	218		10	18	14	22	30	71	4	28	10	1	10		210
Total.....	13	27	19	13	33	55	6	36	11	1	21	235		10	19	14	22	32	71	5	28	12	1	12		218
Conflagrations, Temperature Extremes and Explosions:																										
Conflagrations.....		2			1	3		1	1		7	16			1	1	2		2					5		13
Exposure to welding flashes.....																										
Exposure to cold or cold substances.....					1							1														1
Exposure to steam or other hot vapours.....					1							1														1
Exposure to hot liquids or molten metal.....					1							1														1
Exposure to heat or hot substances, N.E.C.....					1	1						1						3	2					1		7
Explosions—blasting accidents.....																										
Explosions of coal and/or dust.....					7	1						9			1	1	3		8	1						15
Air blasts (bumps) in mines.....																										
Explosions of steam pressure apparatus.....																										1
Explosions of liquid air, gas pressure apparatus and containers.....					2							1						1		2						3
Explosions of gasoline and/or oil.....				1	4	3			2			12			1	3	4	3	4	1				2		23
Explosion of chemicals.....					1	2						5						6								6
Ammunition and firearms (accidental).....												1			1	1	1	1	2	1				1		6
Other explosions.....	1			1	2				3			7						5	1							8
Total.....	4	10	14	10	14	10	1	1	6		12	57		6	3	4	11	21	21	5	5	4		9		89



- poisoning, etc.) and Industrial Diseases:
  - Exposure to acids, alkalis and similar chemicals.....
  - Exposure to poisonous gases.....
  - Exposure to dust (silicosis, etc.) (3).....
  - Exposure to dust (silicosis, etc.) (3).....
  - Exposure to poisonous vegetation.....
  - Exposure to radioactive substances.....
  - Industrial diseases, N.E.C.....
  - Exposure to miscellaneous poisonous agencies.....

(c) Preliminary.  
(e) Revised.  
(g) Most of these workers may have been incapacitated for some years; this number does not represent the workers who have contracted this disease in 1900.  
See footnote (c) Table H-1.

TABLE H-3—INDUSTRIAL FATALITIES IN CANADA, BY PROVINCES AND INDUSTRIES

Industry	1960 (c)											1950 (c)												
	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total	Nfld.	P.E.I.	N.S.	N.B.	P.Q.	Ont.	Man.	Sask.	Alta.	B.C.	Yukon and N.W.T.	Total
Agriculture.....	1	3	4	6	40	5	6	3	1	.....	.....	69	.....	2	.....	13	50	8	13	11	4	.....	.....	101
Logging.....	2	1	8	17	19	.....	.....	6	71	.....	.....	124	.....	1	6	26	27	.....	1	1	81	.....	.....	143
Fishing and Trapping.....	1	14	1	.....	1	.....	.....	.....	6	2	.....	25	20	2	5	35	.....	.....	1	.....	9	.....	.....	72
Mining and Quarrying.....	7	15	4	17	65	4	8	16	38	1	.....	175	7	15	.....	20	62	6	4	16	43	2	.....	175
Metalliferous mining.....	2	.....	14	58	2	2	2	2	28	1	.....	107	2	.....	15	58	5	2	1	34	.....	.....	2	119
Coal mining.....	5	15	4	3	7	2	5	10	8	.....	.....	28	4	14	.....	5	4	1	2	12	5	.....	.....	21
Non-metallic mineral mining and quarrying, n.e.s.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	40	5	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	35
Manufacturing.....	4	8	2	51	66	6	2	17	19	.....	.....	175	4	4	4	48	91	1	2	11	30	.....	.....	195
Food and beverages.....	.....	2	7	6	3	1	4	1	.....	.....	.....	24	6	1	1	4	5	1	2	.....	.....	.....	.....	13
Tobacco and tobacco products.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1
Rubber products.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1
Leather products.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Textile products (except clothing).....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Clothing (textile and fur).....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	3
Wood products.....	3	1	2	12	11	.....	.....	4	10	.....	.....	41	3	1	2	7	10	.....	.....	1	16	.....	.....	40
Paper products.....	.....	3	7	5	.....	.....	.....	.....	.....	.....	.....	18	4	1	1	5	5	.....	.....	1	16	.....	.....	16
Printing, publishing and allied trades.....	.....	2	6	23	2	1	4	2	.....	.....	.....	40	.....	1	.....	7	41	.....	.....	2	7	.....	.....	2
Iron and steel products.....	1	.....	6	1	.....	.....	.....	.....	.....	.....	.....	12	.....	1	.....	7	5	.....	.....	.....	.....	.....	.....	13
Transportation equipment.....	.....	1	2	1	.....	.....	.....	.....	.....	.....	.....	9	.....	1	.....	3	5	.....	.....	1	.....	.....	.....	11
Non-ferrous metal products.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	4	.....	1	.....	3	5	.....	.....	.....	.....	.....	.....	13
Electrical apparatus and supplies.....	.....	.....	3	8	.....	.....	.....	.....	.....	.....	.....	11	.....	1	.....	2	7	.....	.....	4	.....	.....	.....	14
Non-metallic mineral products.....	.....	.....	5	3	.....	.....	.....	.....	.....	.....	.....	9	.....	1	.....	3	7	.....	.....	.....	2	.....	.....	10
Chemical products.....	.....	.....	5	3	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	2
Miscellaneous manufacturing industries.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2
Construction.....	2	1	6	7	44	65	6	8	23	25	.....	187	9	2	11	6	98	86	14	15	41	15	.....	297
Buildings and structures.....	1	1	3	27	32	4	3	13	12	.....	.....	98	6	2	5	2	58	46	9	10	19	7	.....	166
Highway and bridge.....	1	.....	2	1	13	26	2	3	10	9	.....	67	2	.....	5	2	26	31	8	16	6	.....	96	
Miscellaneous.....	.....	3	3	4	7	.....	2	.....	3	.....	.....	22	1	.....	1	14	9	2	.....	6	2	.....	35	
Public Utilities.....	3	2	.....	2	9	9	3	1	2	5	.....	36	1	.....	3	.....	8	10	3	1	4	3	.....	33
Transportation, Storage and Communications.....	2	1	10	6	33	43	7	7	17	21	4	151	3	1	7	6	49	40	6	14	18	37	1	182
Steam railways.....	2	.....	4	1	10	12	1	1	5	6	.....	42	2	.....	3	2	12	14	1	2	6	14	.....	56
Street and electric railways.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Water Transportation <sup>(1)</sup> .....	.....	6	4	9	4	.....	.....	.....	.....	7	.....	32	1	1	1	2	13	3	.....	1	1	7	.....	29
Air Transportation <sup>(1)</sup> .....	.....	1	1	6	1	.....	.....	.....	.....	2	.....	2	.....	.....	.....	3	1	1	.....	1	1	1	.....	18
Local and highway transportation.....	.....	.....	.....	18	5	4	9	5	.....	.....	.....	12	.....	.....	3	2	16	18	1	6	7	9	.....	63
Storage.....	.....	.....	.....	1	7	.....	.....	.....	.....	.....	.....	48	.....	.....	.....	.....	.....	.....	.....	.....	4	3	.....	10





TABLE H-4—INDUSTRIAL FATALITIES IN CANADA IN 1969, BY MONTHS AND INDUSTRIES

Industry	January	February	March	April	May	June	July	August	September	October	November	December	Total (1) 1960	Per Cent of Total	Total (2) 1959	Per Cent of Total	No. Employed (3)
Agriculture.....	5	4	1	4	12	7	11	11	4	4	3	3	69	6.4	101	7.6	675
Logging.....	10	10	12	8	10	28	8	7	9	9	6	7	124	11.4	143	10.8	97
Fishing and Trapping.....	1	1	5	4	.....	.....	3	4	2	4	.....	1	25	2.3	72	5.4	17
Mining and Quarrying.....	14	8	15	14	14	14	20	20	15	16	16	9	175	16.1	175	13.2	93
Manufacturing.....	13	16	23	7	13	13	15	21	17	14	14	9	175	16.1	195	14.7	1,470
Construction.....	9	9	9	8	26	15	18	16	37	16	14	10	187	17.2	297	22.4	418
Public Utilities.....	2	1	2	1	8	3	6	4	2	4	1	2	36	3.3	33	2.5	73
Transportation, Storage and Communications.....	13	22	9	4	10	18	16	22	16	7	8	6	151	13.9	182	13.7	442
Trade.....	4	8	4	4	4	5	1	4	5	6	2	3	50	4.6	50	3.8	981
Finance.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	1	2	0.2	2	0.2	226
Service.....	6	4	12	3	7	7	11	17	6	4	10	5	92	8.5	76	5.7	1,463
<b>Total.....</b>	<b>77</b>	<b>83</b>	<b>92</b>	<b>57</b>	<b>105</b>	<b>110</b>	<b>109</b>	<b>126</b>	<b>113</b>	<b>84</b>	<b>71</b>	<b>56</b>	<b>1,086*</b>	<b>100.0</b>	<b>1,326</b>	<b>100.0</b>	<b>5,955</b>

(1) Preliminary figures.

(2) Revised figures.

(3) Annual average compiled from the Labour Force Bulletin published by the Dominion Bureau of Statistics.

\* See footnote (2) Table H-1.

**TABLE H-5—INDUSTRIAL INJURIES, NON-FATAL AND FATAL, IN CANADA,  
REPORTED BY PROVINCIAL WORKMEN'S COMPENSATION BOARDS**

Province	Medical Aid Only <sup>(1)</sup>	Temporary Disability	Permanent Disability	Fatal	Total
<b>1956</b>					
Newfoundland.....	5,926	4,831	86	12	10,855
Prince Edward Island.....	786	663	13	7	1,469
Nova Scotia.....	10,628	7,629	549	84	18,890
New Brunswick.....	7,279	8,983	195	25	16,482
Quebec.....				212	106,004
Ontario.....	164,416	65,313	2,250	312	232,291
Manitoba.....	12,341	5,843	128	30	18,342
Saskatchewan.....	10,813	9,202	130	50	20,195
Alberta.....	27,363	21,336	769	126	49,594
British Columbia.....	49,635	28,210	1,191	229	79,265
<b>Total.....</b>					<b>553,387</b>
<b>1957</b>					
Newfoundland.....	4,876	3,743	32	7	8,658
Prince Edward Island.....	779	606	614	4	1,393
Nova Scotia.....	9,953	7,003	614	53	17,623
New Brunswick.....	6,783	7,700	202	26	14,711
Quebec.....				291	110,401
Ontario.....	177,154	68,722	2,273	338	248,492
Manitoba.....	12,508	5,650	226	30	18,414
Saskatchewan.....	11,191	9,386	174	52	20,803
Alberta.....	25,808	20,236	784	105	46,933
British Columbia.....	48,738	25,620	1,322	191	75,871
<b>Total.....</b>					<b>563,299</b>
<b>1958</b>					
Newfoundland.....	4,663	3,410	91	15	8,179
Prince Edward Island.....	843	616	6	3	1,468
Nova Scotia.....	8,961	6,075	651	110	15,797
New Brunswick.....	7,402	5,773	175	35	13,385
Quebec.....				206	95,868
Ontario.....	161,355	64,441	2,440	303	228,539
Manitoba.....	12,983	5,314	259	32	18,588
Saskatchewan.....	11,136	9,320	202	41	20,699
Alberta.....	25,995	19,033	781	103	45,912
British Columbia.....	40,753	20,951	1,249	156	63,109
<b>Total.....</b>					<b>511,544</b>
<b>1959</b>					
Newfoundland.....	5,142	4,134	92	17	9,385
Prince Edward Island.....	1,038	800	20	3	1,861
Nova Scotia.....	10,373	6,451	591	47	17,462
New Brunswick.....	7,076	6,336	148	27	13,587
Quebec.....				186	99,258
Ontario.....	179,358	70,225	2,612	309	252,504
Manitoba.....	12,983	5,314	259	32	18,588
Saskatchewan.....	11,932	9,670	151	47	21,800
Alberta.....	27,602	19,743	815	117	48,277
British Columbia.....	41,324	21,717	1,134	161	64,336
<b>Total.....</b>					<b>547,058</b>
<b>1960<sup>(2)</sup></b>					
Newfoundland.....	5,517	3,935	56	19	9,527
Prince Edward Island.....	915	520	2	3	1,440
Nova Scotia.....	9,217	7,170	60	36	16,483
New Brunswick.....	11,482	7,585	212	32	19,311
Quebec.....				220	100,704
Ontario.....	172,498	64,992	2,710	269	240,469
Manitoba.....	12,787	8,931	331	22	22,071
Saskatchewan.....	12,099	11,475	150	36	23,760
Alberta.....	26,457	19,101	797	116	46,471
British Columbia.....	38,715	21,518	1,037	161	61,431
<b>Total.....</b>					<b>541,667</b>

<sup>(1)</sup> Accidents requiring medical treatment but not causing disability for a sufficient period to qualify for compensation; the period varies in the several provinces.

<sup>(2)</sup> Preliminary figures.

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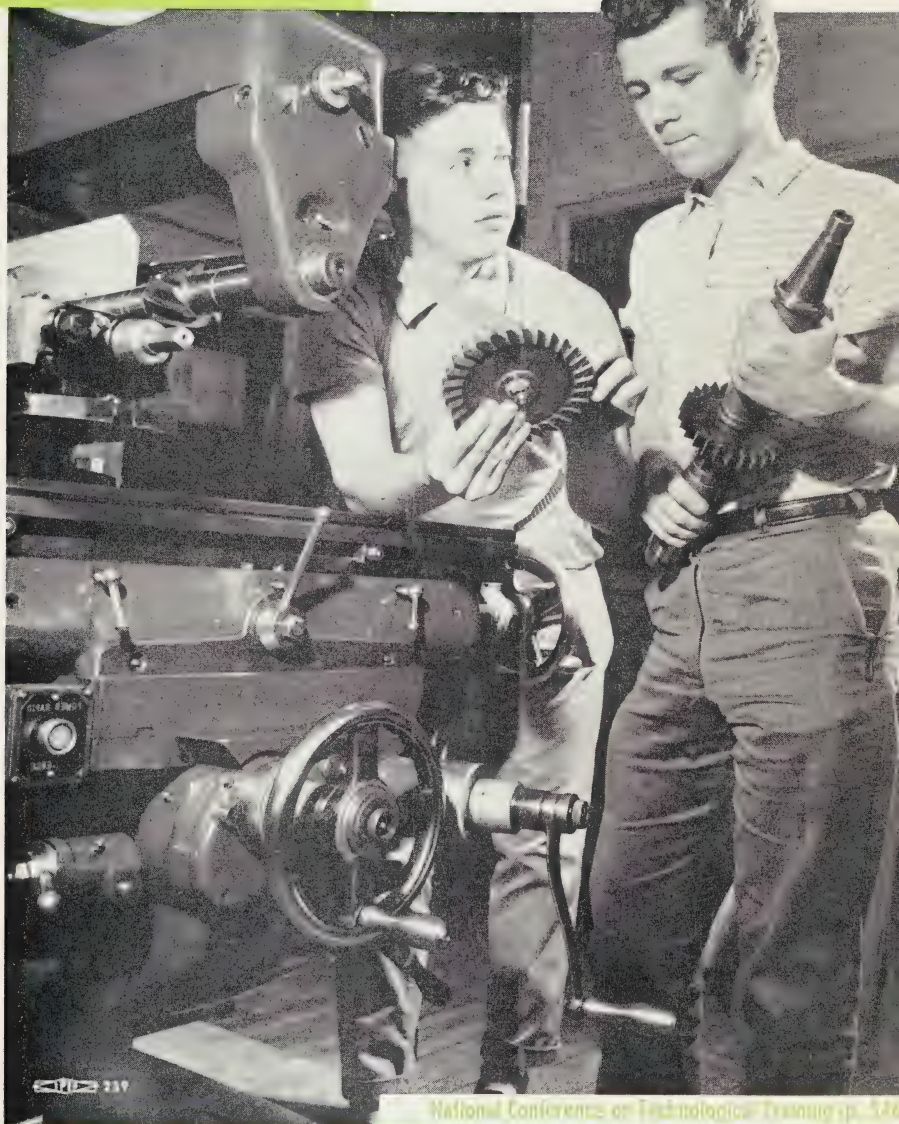
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Vol. LXI, No. 6	CONTENTS	June 30, 1961
Employment Review .....		529
Collective Bargaining Review .....		535
Notes of Current Interest .....		541
House of Commons Debates of Labour Interest: A Guide ..		543
1st National Conference on Technological Training in Canada		546
National Technical and Vocational Training Advisory Council		550
Laval University's 16th Industrial Relations Conference ....		552
Labour Legislation of the Past Decade—VII .....		556
Employment of Older Workers in Australia .....		562
The Female Labour Force .....		563
50 Years Ago This Month .....		564
Teamwork in Industry .....		565
Industrial Relations:		
Certification Proceedings .....		566
Conciliation Proceedings .....		568
Labour Law:		
Legal Decisions Affecting Labour .....		570
Recent Regulations under Provincial Legislation .....		571
Unemployment Insurance:		
Monthly Report on Operation .....		576
Decisions of the Umpire .....		577
Labour Conditions in Federal Government Contracts .....		582
Prices and the Cost of Living .....		587
Publications Recently Received in Department's Library ....		589
Labour Statistics .....		591

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# EMPLOYMENT REVIEW

ECONOMICS AND RESEARCH BRANCH

## Employment and Unemployment, May

Employment rose by 267,000 between April and May. The increase was greater than usual for the time of year in both the farm and non-farm sectors of the economy.

The number of unemployed was estimated to be 457,000 in May, about 165,000 lower than the previous month and 38,000 higher than a year earlier.

In the week ended May 20, the labour force was estimated at 6,542,000; a month earlier the estimate was 6,440,000 and a year earlier it was 6,391,000. Employment was estimated at 6,085,000, compared with 5,818,000 a month earlier and 5,972,000 a year earlier, and unemployment at 457,000, compared with 622,000 in April and 419,000 in May 1960.

### Employment

The increase in jobs between April and May was more than seasonal for the second successive month. Since spring, the year-to-year gain in employment has widened appreciably, from 23,000 in March to 113,000 in May. This is a year-to-year increase of 1.9 per cent, close to the long-term average.

Of the estimated 6,085,000 employed in May, 4,395,000 were men and 1,690,000 women. In the preceding month, employed men totalled 4,171,000; women 1,647,000. The employment total in May 1960 was made up of 4,385,000 men and 1,587,000 women.

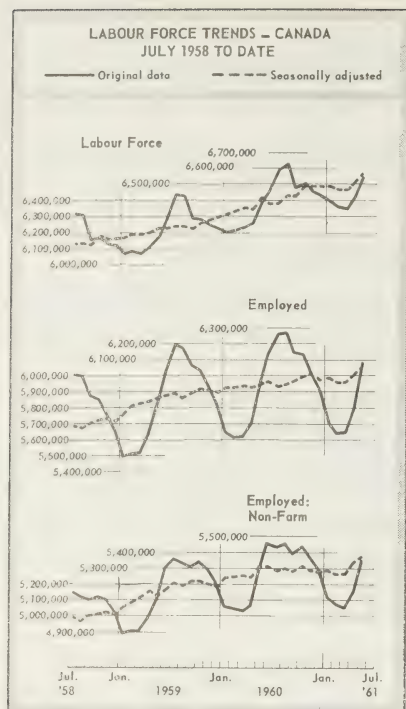
A good deal of the stronger-than-seasonal demand was for male labour and, as a result, the number of men employed was slightly higher than a year earlier. The increase in women's employment was seasonal, the wide margin over the year being maintained.

A large addition to the farm work force, particularly in the number of unpaid family workers, accounted for a significant part of the employment gain during the month. The May estimate of employment in agriculture, 726,000, was 51,000 higher than a year earlier and 74,000 higher than a month earlier. During the past year, agricultural employment has been steady, after a persistent decline in previous years.

Among non-agricultural industries, increases of from 25,000 to 65,000 occurred during the month, in the service, forestry, manufacturing and construction industries. The gains in forestry and manufacturing were greater than usual for the season. At mid-May, employment in mining and transportation was still down from a year earlier. Employment was about the same or higher than last year in other industries.

Employment increases were most marked in the Prairie and Pacific provinces. In other regions gains were about seasonal.

## Unemployment



The number of unemployed was estimated to be 457,000 in May, a decrease of 165,000 from the previous month. Of the 622,000 who were unemployed in April, about 253,000 had found jobs or had left the labour force by mid-May; in the same period, some 88,000 had become unemployed. The result was a net reduction of 165,000.

The number of unemployed men, 397,000, was down 153,000 from the previous month. There was a decline of 12,000 unemployed women, leaving a total of 60,000.

Unemployment in May was 7.0 per cent of the labour force compared with 9.7 per cent a month earlier and 6.6 per cent a year earlier.

The unemployment total consisted of 18,000 on temporary layoff and 439,000 without work and seeking work. Of the latter, 75 per cent had been unemployed for six months or less and 108,000, or 25 per cent, had been unemployed for more than six months.

Virtually all of the increase over last year was in the number of long-term unemployed.

**Family Data**—Estimates of the family characteristics of those unemployed in April have been tabulated. These tabulations are made quarterly to throw more light on the characteristics of the unemployed.

Of the 622,000 unemployed, about 302,000, or 48 per cent, were heads of family units; 266,000, or 43 per cent, were sons and daughters or other relatives; and 54,000, or 9 per cent, were not members of family units. The 568,000 unemployed who were members of families lived in 485,000 family units, of which about 52 per cent had at least one other member employed; and in 20 per cent two or more persons were employed.

## Regional Summaries

In the **Atlantic** region, the April-to-May employment increase was about normal in spite of smaller-than-seasonal gains in fishing, agriculture and construction. The year-to-year employment gain was mainly in the trades and service industries. Manufacturing employment showed little over-all change. Coal mining employment declined over the year. Manufacturing employment showed considerable strengthening during the month as a result of rehiring in iron and steel plants and in aircraft manufacturing; employment gains in fish processing plants were smaller than usual because lobster fishing was delayed by heavy ice conditions. Most outdoor activities were hampered to some extent during the month owing to the late spring breakup.

In the week ended May 20, the labour force in the Atlantic region was estimated at 589,000, employment at 515,000, and unemployment at 74,000.



Employment increased by an estimated 41,000 and was an estimated 17,000 above the year-earlier figure. Unemployment declined by an estimated 25,000 during the month but was 10,000 higher than a year earlier.

Unemployment in May was 12.6 per cent of the labour force compared with 11.4 per cent a year before and 17.3 per cent the month before.

Employment in **Quebec** increased seasonally between April and May, the rise being close to the average of the past few years. Most of the increase was in non-farm industries.

The beginning of the log drive, which had been delayed by bad weather, resulted in a sharp upturn in the demand for forestry workers. In manufacturing, moderate employment expansion continued in the consumer goods industries, including primary textiles, home furnishings and electrical appliances. Increased activity was reported in the industries producing structural steel, sheet metal and wire products. In the railway rolling stock industry, which had been operating at a very low level, conditions improved after receipt of new orders. Construction employment rose substantially in most areas. Agriculture and forestry were among the industries showing an employment increase over the year. Manufacturing employment was about the same as a year earlier.

In the week ended May 20, the labour force in Quebec was estimated at 1,811,000, employment at 1,646,000, and unemployment at 165,000. Employment increased by an estimated 76,000 during the month and by 22,000 over the year. Unemployment declined by an estimated 68,000 during the month but remained slightly higher than a year earlier. Unemployment in May represented 9.1 per cent of the labour force, compared with 8.8 per cent a year ago and 12.9 per cent in April.

Employment in **Ontario** increased by somewhat more than the usual amount between April and May. Almost all of the 59,000 increase in employment occurred in non-farm industries, as outdoor activities continued their seasonal expansion. The number at work in forestry showed a substantial gain over April with the commencement of river drives, reopening of sawmills and resumption of hauling as load restrictions were lifted. In most parts of the region employment in construction and agriculture continued to rise as the weather improved.

Employment conditions in manufacturing were generally firm, although soft spots were evident in some producer goods industries. Small employment gains occurred in primary iron and steel, in food and beverage plants, and among some producers of electrical equipment. With the widespread resumption of construction work, employment increased among producers of wood products, heavy machinery, sheet metal and non-metallic mineral products. Large layoffs occurred in the agricultural implement industry, considerably earlier than usual. There were also small layoffs in automobile and locomotive plants.

Employment, at an estimated 2,266,000, was about the same as a year earlier. Increases in the number employed in service were offset by declines in mining employment and lower employment in manufacturing, notably motor vehicle and parts, rubber products and iron and steel products.

In the week ended May 20, the labour force in Ontario region was estimated at 2,391,000, which was 12,000 higher than the year-earlier estimate. Unemployment, at an estimated 125,000, was lower by 35,000 than in April but slightly higher than in May 1960. Unemployment in May represented 5.2 per cent of the labour force, compared with 4.9 per cent a year earlier and 6.8 per cent in April.

The number working on farms rose sharply in the **Prairie** region between April and May in spite of rain in the early part of the month. Employment in non-agricultural industries, rising seasonally, showed year-to-year increases. Construction employment expanded, although hampered in some areas by rain. In the mining industry, oil-field work picked up during the month and some men were hired for base-metal mining in northern Manitoba. Coal mining employment in Alberta declined further to very low levels. Most logging operations were seasonally inactive. In manufacturing, employment increased in most seasonal industries, especially in the production of construction materials. Weaknesses persisted in iron and steel products, especially sheet metal and machine shops. Employment in the service industry went up, particularly in establishments preparing for the vacation season.

The largest non-farm gains over the year were in the service producing groups other than transportation. The number employed in coal and uranium mining was well down from last year and there was a slight decrease in oil-field employment, but these declines were partially offset by a substantial increase in base-metal mining in northern Manitoba.

In the week ended May 20, the labour force was estimated at 1,159,000, employment at 1,114,000 and unemployment at 45,000. Employment was 50,000 higher than in May 1960 but unemployment was higher too. In May, 3.9 per cent of the labour force was unemployed, compared with 3.6 per cent a year earlier and 6.4 per cent a month earlier.

Farm and non-farm employment in the **Pacific** region increased by more than the usual amount between April and May. Generally favourable weather and the removal of highway load restrictions allowed logging activity to expand. Sawmills, shingle mills and plywood plants increased operations and in pulp and paper plants employment remained high. Employment increased in plants supplying the forestry industry. Construction employment went up, although there was sluggishness in some parts of the region. Pipeline construction was delayed somewhat by wet weather. More men were hired in waterfront transportation as heavy grain movements continued. Mining employment moved up seasonally during the month, salmon fishing got under way, and substantial increases occurred in the trade and service industries.

In the week ended May 20, the labour force was estimated at 592,000, employment at 544,000 and unemployment at 48,000. Unemployment represented 8.1 per cent of the labour force in May, compared with 7.6 per cent in the same month last year and 10.0 per cent in April.

#### LABOUR MARKET CONDITIONS

Labour Market Areas	Labour Surplus				Approximate Balance	
	1		2		3	
	May 1961	May 1960	May 1961	May 1960	May 1961	May 1960
Metropolitan.....	5	3	7	9	—	—
Major Industrial.....	10	9	16	17	—	—
Major Agricultural.....	2	3	8	8	4	3
Minor.....	17	18	31	33	10	7
Total.....	34	33	62	67	14	10

# CLASSIFICATION OF LABOUR MARKET AREAS—MAY

	SUBSTANTIAL LABOUR SURPLUS	MODERATE LABOUR SURPLUS	APPROXIMATE BALANCE	LABOUR SHORTAGE
	Group 1	Group 2	Group 3	Group 4
<b>METROPOLITAN AREAS</b> (labour force 75,000 or more)	Edmonton Quebec-Levis St. John's Vancouver-New Westminster & Mission City Windsor (incl. Leamington)	→ CALGARY Halifax → HAMILTON → MONTREAL Ottawa-Hull Toronto → WINNIPEG		
<b>MAJOR INDUSTRIAL AREAS</b> (labour force 25,000-75,000; 60 per cent or more in non- agricultural activity)	Cornwall Corner Brook Joliette Lac St. Jean Moncton New Glasgow Rouyn-Val d'Or Shawinigan Sydney Trois Rivières	→ BRANTFORD → FARNHAM-GRANBY → FORT WILLIAM- PORT ARTHUR Guelph Kingston Kitchener London → NIAGARA PENINSULA Oshawa → PETERBOROUGH → SAINT JOHN Sarnia → SHERBROOKE Sudbury → TIMMINS- KIRKLAND LAKE Victoria		
<b>MAJOR AGRICULTURAL AREAS</b> (labour force 25,000-75,000; 40 per cent or more agricultural)	Rivière du Loup Thetford-Megantic- St. Georges	Barrie → CHARLOTTETOWN Chatham Lethbridge → PRINCE ALBERT → RED DEER Saskatoon → YORKTON	→ BRANDON → MOOSE JAW → NORTH BATTLE- FORD → REGINA	
<b>MINOR AREAS</b> (labour force 10,000-25,000)	Bathurst Bridgewater Campbellton Edmundston Fredericton Gaspe Grand Falls Montmagny Newcastle Okanagan Valley Prince George- Quesnel Quebec North Shore Rimouski St. Stephen Summerside Woodstock, N.B. Yarmouth	→ BEAUHARNOIS Belleville-Trenton → BRACEBRIDGE Central Vancouver Island Chilliwack → CRANBROOK → DAUPHIN → DAWSON CREEK Drumheller → DRUMMONDVILLE Galt Kamloops → KENTVILLE Lachute-Sté. Therese Lindsay → NORTH BAY Owen Sound → PEMBROKE → PORTAGE LA PRAIRIE → PRINCE RUPERT → STE. AGATHE- ST. JEROME St. Hyacinthe St. Jean St. Thomas → SAULT STE. MARIE → SOREL Trail-Nelson → TRURO → VALLEYFIELD → VICTORIAVILLE Woodstock- Tillsonburg	→ BRAMPTON → GODERICH Kitimat → LISTOWEL → MEDICINE HAT → SIMCOE → STRATFORD Swift Current → WALKERTON → WEYBURN	

→ The areas shown in capital letters are those that have been reclassified during the month; an arrow indicates the group from which they moved. For an explanation of the classification system used, see page 424, April issue.



# Current Labour Statistics

(Latest available statistics as of June 15, 1961)

Principal Items	Date	Amount	Percentage Change From	
			Previous Month	Previous Year
<i>Manpower</i>				
Total civilian labour force (a).....(000)	May 20	6,542	+ 1.6	+ 2.4
Employed.....(000)	May 20	6,085	+ 4.6	+ 1.9
Agriculture.....(000)	May 20	726	+11.3	+ 7.6
Non-agriculture.....(000)	May 20	5,359	+ 3.7	+ 1.2
Paid workers.....(000)	May 20	4,905	+ 4.9	+ 0.8
At work 35 hours or more.....(000)	May 20	5,283	+ 5.7	+ 0.6
At work less than 35 hours.....(000)	May 20	664	- 2.4	+14.5
Employed but not at work.....(000)	May 20	138	- 1.4	- 0.7
Unemployed.....(000)	May 20	457	-26.5	+ 9.1
Atlantic.....(000)	May 20	74	-25.3	+15.6
Quebec.....(000)	May 20	165	-29.2	+ 5.8
Ontario.....(000)	May 20	125	-21.9	+ 7.8
Prairie.....(000)	May 20	45	-37.5	+12.5
Pacific.....(000)	May 20	48	-17.3	+11.6
Without work and seeking work.....(000)	May 20	439	-25.6	+10.0
On temporary layoff up to 30 days.....(000)	May 20	18	-43.8	-10.0
Industrial employment (1949 = 100).....	March	110.9	- 0.1	- 2.9
Manufacturing employment (1949 = 100).....	March	104.9	+ 0.3	- 3.8
Immigration.....	1st.Qtr.1961	11,839	—	-28.7
Destined to the labour force.....	1st.Qtr.1961	5,374	—	-33.6
<i>Strikes and Lockouts</i>				
Strikes and lockouts.....	May	50	+66.7	+31.6
No. of workers involved.....	May	13,001	+107.5	+81.8
Duration in man days.....	May	111,980	+89.0	+49.5
<i>Earnings and Income</i>				
Average weekly wages and salaries (ind. comp.).....	March	\$77.66	- 0.2	+ 3.0
Average hourly earnings (mfg.).....	March	\$1.83	+ 0.5	+ 2.8
Average hours worked per week (mfg.).....	March	40.3	- 0.3	- 0.5
Average weekly wages (mfg.).....	March	\$73.63	+ 0.3	+ 2.3
Consumer price index (1949 = 100).....	May	129.0	- 0.1	+ 1.3
Index numbers of weekly wages in 1949 dollars (1949 = 100).....	March	136.6	+ 0.3	+ 1.0
Total labour income.....\$000,000	March	1,507	+ 0.3	+ 2.6
<i>Industrial Production</i>				
Total (average 1949 = 100).....	April	167.3	+ 2.4	+ 1.8
Manufacturing.....	April	149.0	+ 3.0	+ 0.7
Durables.....	April	141.6	+ 1.3	- 4.6
Non-durables.....	April	155.3	+ 4.4	+ 5.3

(a) Distribution of these figures between male and female workers can be obtained from *Labour Force*, a monthly publication of the Dominion Bureau of Statistics. See also page 424 April issue.

# COLLECTIVE BARGAINING REVIEW

ECONOMICS AND RESEARCH BRANCH

The 22 major settlements reached during May produced new collective agreements for approximately 135,000 workers in various industries across Canada. Included in these settlements were those that brought to an end the work stoppages at Halifax Shipyards, Halifax, N.S., and at Saint John Shipbuilding and Dry Dock, Saint John, N.B. At the end of the month negotiations were continuing for the renewal of another 93 major collective agreements covering some 175,000 employees.

The highlight of the collective bargaining scene during May was the settlement that brought to an end 18 months of negotiations between the **non-operating unions** and the **major railways** and provided wage increases for 111,000 workers from coast to coast (see page 540 for details). Bargaining in the railway industry will now be centred around the renewal of contracts with unions representing approximately 30,000 conductors, engineers, firemen, baggage-men, and others directly involved in the operation of trains.

In another sector of the transportation industry, **Trans-Canada Air Lines** was engaged in negotiating the renewal of three major collective agreements with unions representing approximately 3,000 flight and sales personnel. The gradual introduction of jet airliners by T.C.A. injected new issues into the bargaining with air crews and flight attendants. One of these issues was the "jet speed clause" which became the primary area of disagreement between the company and the **Canadian Air Line Flight Attendants' Association** representing stewardesses and pursers. This clause, proposed by the union, was designed to compensate employees for the faster flights of jet aircraft at the rate of 25 extra minutes for every hour of flying time abroad DC-8's and 12½ extra minutes for every hour aboard the Vanguard turbo props. The majority report of the conciliation board set up to assist in the dispute agreed with the principle of "jet speed pay".

The report recommended a formula relating the extra flying time credit to the speed of the aircraft. Under this system flight attendants aboard faster airliners would be credited with one additional minute per hour of flying time for each 25 miles per hour in excess of a basic 300 miles per hour, on the basis of the mean cruising speed ascribed to the aircraft by the I.C.A.O. Accordingly, special flight credits would be ten minutes extra for every hour on DC-8 jet flights and five minutes extra for every hour aboard Vanguards. In addition to these special flight credits the majority report recommended a general wage increase of 5 per cent instead of the 15 requested by the union.

T.C.A. rejected the board's recommendations and took particular exception to the establishment of a formula that would commit the company to automatic pay increases as airliner speeds rise. As an alternative, T.C.A. proposed a straight salary increase with a differential for work aboard jets. The company proposal would provide stewardesses and pursers with wage increases ranging from \$15 to \$25 a month for work on conventional aircraft and \$35 to \$63 a month on DC-8 jets. Retroactive pay included in the offer would give flight attendants a lump sum of \$65 to \$135 and an additional amount of approximately \$350 for those employees who had worked on DC-8's since April 1, 1960. The union officials did not accept the offer but presented it to the membership for a vote.

The matter of jet pay was also at issue in last year's contract negotiations between T.C.A. and the **Canadian Airline Pilots' Association** at which time a pay schedule for fully qualified jet pilots was established. The agreement between T.C.A. and the airline pilots expired in March and during May negotiations for a new agreement were still in progress. During the month the company was also negotiating a new agreement with the **T.C.A. Sales Employees' Association**.

In British Columbia the province's salmon fishermen, through the **United Fishermen and Allied Workers' Union**, opened negotiations for a new agreement with the **Fisheries Association** which bargains for the companies. In the letter of notice the union asked for increases up to 8 cents a pound in the price paid to fishermen for their catch. Among other contract improvements included in the fishermen's submission were increased company payments to the union's welfare fund; changes in the medical insurance plan whereby costs would be shared equally by employers and employees; and a pension plan financed by a 5-per-cent levy on fishermen's earnings matched by an equal contribution from the employers.

Also in the British Columbia fishing industry, representatives of the **Native Brotherhood of British Columbia** joined the bargaining committee of the **United Fishermen and Allied Workers' Union** in negotiations with the west coast salmon canneries and cold storage plants. These negotiations continued during May with the assistance of a conciliation officer. A conciliation officer was also assisting in the concurrent bargaining between the Fisheries Association and 700 salmon tendermen represented by the United Fishermen and Allied Workers.

After ten weeks of collective bargaining a memorandum of agreement was signed between the **International Woodworkers of America** and more than 120 coastal operators engaged in logging and lumber processing, represented by their bargaining agency, **Forest Industrial Relations Limited**. The memorandum of agreement provides for an industry-wide health and welfare plan but no wage increases, except for the relatively small number of engineers and firemen who would get 4½ to 10 cents an hour. The proposals will be presented to the 27,000 lumber workers and loggers covered by the agreement for approval before the contract is signed. A feature of this proposed one-year agreement is an industry-wide health and welfare plan designed to replace the different individual plans currently in existence. The proposed new plan would provide medical services for employees during layoff up to a period of six months; a weekly sickness indemnity of \$35 for a maximum of 26 weeks; a \$5,000 life insurance policy; and a \$5,000 accidental death and dismemberment insurance policy. The plan would be administered by a board of trustees made up of representatives from the IWA and the employers, with the cost shared equally by both. The memorandum of agreement stipulated that membership in the health and welfare plan should be a condition of employment. Other features of the proposed agreement include one extra paid statutory holiday, a new procedure for fixing rates for new and revised jobs, a revised arbitration procedure, and provision for promotions from within the bargaining unit.

Union and management representatives from five eastern Canada newsprint mills met during the month to work out a new collective agreement. The companies are represented by the **Eastern Canada Newsprint Group** made up of the Anglo-Canadian Pulp and Paper Mills, Quebec City; Bowater's Mersey Paper, Liverpool, N.S.; James MacLaren, Buckingham, Que.; and St. Lawrence Corporation, Three Rivers and Dolbeau, Que. The unions, the **Paper Makers**,



**Pulp and Paper Mill Workers**, and the **I.B.E.W.**, asked for an hourly increase of 12 cents; shift premiums of 10 and 15 cents; two additional statutory holidays; improved pensions and vacation plans, as well as other fringe benefits. At the close of the month the parties had not reached an agreement and application was made for conciliation services in the two provinces where the mills are located.

During April and May the **United Rubber Workers' Union** concluded five new one-year agreements with rubber and tire manufacturers in southern Ontario. In April, approximately 1,900 employees received wage increases in settlements with **Firestone Tire and Rubber**, Hamilton, and **Goodyear Tire and Rubber**, New Toronto. Another 2,000 rubber workers were affected by new contracts concluded during May with **Dominion Rubber Company's** tire plant in Kitchener and two **Dunlop of Canada** plants located in Toronto and Whitby. The Dominion Rubber and Dunlop agreements will provide wage increases ranging from 5½ cents to 6 cents an hour for hourly-paid workers and 3½ cents to 5 cents for incentive classifications. The weekly benefits paid to employees during illness were increased by up to \$7 a week. During May bargaining continued between the URW and **B. F. Goodrich** and the footwear division of **Dominion Rubber** in Kitchener.

## Collective Bargaining Scene

Agreements covering 500 or more employees,  
excluding those in the construction industry

### Part I—Agreements Expiring During June, July and August

(except those under negotiation in May)

Company and Location	Union
Algoma Ore Properties, Wawa, Ont. ....	Steelworkers (AFL-CIO/CLC)
Algoma Steel, Sault Ste. Marie, Ont. ....	Steelworkers (AFL-CIO/CLC)
Atlantic Sugar Refineries, Saint John, N.B. ....	Bakery Wkrs. (CLC)
Automatic Electric, Brockville, Ont. ....	I.U.E. (AFL-CIO/CLC)
Avro & Orenda Engines, Malton, Ont. ....	Machinists (AFL-CIO/CLC)
Bldg. maintenance companies, Vancouver, B.C.	Bldg. Service Empl. (AFL-CIO/CLC)
Campbell Chibougamau Mines, Chibougamau, Que.	Steelworkers (AFL-CIO/CLC)
Cluett Peabody, Kitchener & Stratford, Ont. . .	Amalgamated Clothing Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Les Escoumins, Que. ....	Pulp & Paper Wkrs. Federation (CNTU)
Courtaulds Canada, Cornwall, Ont. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Cyanamid of Canada, Niagara Falls, Ont. ....	U.E. (Ind.)
Donahue Bros., Clermont, Que. ....	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dosco, Cdn. Bridge, Walkerville, Ont. ....	Steelworkers (AFL-CIO/CLC)
Dosco (Wabana Mines), Bell Island, Nfld. ....	Steelworkers (AFL-CIO/CLC)
Distillers Corp., Ville LaSalle, Que. ....	Distillery Wkrs. (AFL-CIO/CLC)
DuPont of Canada, Maitland, Ont. ....	Chemical Wkrs. (AFL-CIO/CLC)
Fisheries Assoc., B.C. ....	Native Brotherhood (Ind.) (salmon fishermen)
Fisheries Assoc., B.C. ....	United Fishermen (Ind.) (salmon fishermen)
Fraser Cos., Edmundston, N.B. ....	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Hamilton Cotton & subsids., Hamilton, Dundas & Trenton, Ont. ....	Textile Wkrs. Union (AFL-CIO/CLC)
Motor Trans. Ind. Relations Bureau (car carriers), Ont. ....	Teamsters (Ind.)
Okanagan Shippers' Assoc., Okanagan Valley, B.C. ....	CLC-chartered local
Polymer Corporation, Sarnia, Ont. ....	Oil Wkrs. (AFL-CIO/CLC)
Sask. Wheat Pool (Elevator Div.) Ont., Man., Sask. & B.C. ....	Empl. Assoc. (Ind.)
Stelco (Canada Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)
Stelco (Hamilton Works), Hamilton, Ont. ....	Steelworkers (AFL-CIO/CLC)

## Part II—Negotiations in Progress During May

### Bargaining

Company and Location	Union
Assoc. des Marchands Détaillants (Produits Alimentaires), Quebec, Que.	Commerce Empl. Federation (CNTU)
B.C. Electric, company-wide	I.B.E.W. (AFL-CIO/CLC)
Canada Cement, N.B., Que., Ont., Man., & Alta.	Cement Wkrs. (AFL-CIO/CLC)
C.B.C., company-wide	Radio & T.V. Empl. (ARTEC) (Ind.)
Cdn. General Electric, Cobourg, Oakville, Peterborough, Toronto, Ont.	I.U.E. (AFL-CIO/CLC) (plant & salaried empl.)
Cdn. General Electric, Montreal & Quebec, Que.	I.U.E. (AFL-CIO/CLC)
Cdn. International Paper, N.B., Que. & Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & Oper. Engineers (AFL-CIO)
Clothing Mfrs. Assoc., Quebec, Farnham & Victoriaville, Que.	Clothing Wkrs. Federation (CNTU)
C.N.R., system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.N.R., system-wide	Trainmen (AFL-CIO/CLC)
C.P.R., system-wide	Locomotive Firemen & Enginemen (AFL-CIO/CLC)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC) (dining car staff)
C.P.R., system-wide	Trainmen (AFL-CIO/CLC)
Consolidated Paper, Grand'Mere, Que.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Consolidated Paper, Port Alfred, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Consolidated Paper, Shawinigan, Que.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Dominion Bridge, Vancouver, B.C.	Structural Iron Wkrs. (AFL-CIO/CLC)
Dominion Coal, Sydney, N.S.	Mine Wkrs. (Ind.)
Dom. Rubber (Footwear Div.), Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Dom. Structural Steel, Montreal, Que.	Mine Wkrs. (Ind.)
Donnacona Paper, Donnacona, Que.	Pulp & Paper Wkrs. Federation (CNTU)
E.B. Eddy, Hull, Que.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Edmonton City, Alta.	I.B.E.W. (AFL-CIO/CLC)
Edmonton City, Alta.	Public Empl. (CLC) (clerical empl.)
Edmonton City, Alta.	Public Empl. (CLC) (outside wkrs.)
Employing Printers' Assoc., Montreal, Que.	Printing Pressmen (AFL-CIO/CLC)
Gaspesia woods contractors, Chandler, Que.	Woodcutters, Farmers' Union (Ind.)
Goodrich Canada, Kitchener, Ont.	Rubber Wkrs. (AFL-CIO/CLC)
Halifax City, N.S.	Public Empl. (CLC) (inside wkrs.)
Hamilton City, Ont.	Public Service Empl. (CLC) (outside wkrs.)
Hamilton General Hospitals, Hamilton, Ont.	Public Empl. (CLC)
H. J. Heinz, Leamington, Ont.	Packaginghouse Wkrs. (AFL-CIO/CLC)
Hotel Dieu St. Vallier, Chicoutimi, Que.	Service Empl. Federation (CNTU)
Kelvinator of Canada, London, Ont.	Auto Wkrs. (AFL-CIO/CLC)
MacDonald Tobacco, Montreal, Que.	Tobacco Wkrs. (AFL-CIO/CLC)
Montreal Transp. Commission, Que.	Railway, Transport & General Wkrs. (CLC)
Noranda Mines, Noranda, Que.	Steelworkers (AFL-CIO/CLC)
Old Sydney Collieries, Sydney Mines, N.S.	Mine Wkrs. (Ind.)
R.C.A. Victor, Montreal, Que.	Empl. Assoc. (Ind.)
R.C.A. Victor, Montreal, Que.	I.U.E. (AFL-CIO/CLC)
Sask. Power Corp., province-wide	Oil Wkrs. (AFL-CIO/CLC)
Scott Clothing, Longueuil, Que.	Empl. Assoc. (Ind.)
Shell Oil, Montreal East, Que.	Empl. Council (Ind.)
Ste. Anne Power, Beaufort, Que.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
St. Boniface General Hospital, St. Boniface, Man.	Empl. Union of Hospital Inst. (Ind.)
Stelco, Montreal, Que.	Steelworkers (AFL-CIO/CLC)
Tamper Limited, Lachine, Que.	I.U.E. (AFL-CIO/CLC)
T.C.A., company-wide	Air Line Pilots (Ind.)
T.C.A., company-wide	Sales Empl. (Ind.)
Vancouver General Hospital, Vancouver, B.C.	Public Empl. (CLC)
Various pulp & paper mills, B.C.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
White Spot Restaurants, Vancouver, B.C.	Empl. Union (Ind.)
Winnipeg City, Man.	Public Service Empl. (CLC)

### Conciliation Officer

Abitibi Paper, Iroquois Falls, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Abitibi Paper, Sault Ste. Marie, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Association Patronale du Commerce, (Hardware), Quebec, Que.	Commerce Empl. Federation (CNTU)
Assoc. Patronale des Services Hospitaliers, Quebec, Que.	Services Federation (CNTU) (female)

Company and Location	Union
Assoc. Patronale des Services Hospitaliers, Quebec, Que.	Services Federation (CNTU) (male)
B.A. Oil, Clarkson, Ont.	Oil Wkrs. (AFL-CIO/CLC)
Calgary City, Alta.	Public Empl. (CLC) (clerical empl.)
Dryden Paper, Dryden, Ont.	Carpenters (Lumber & Sawmill Wkrs.) (AFL-CIO/CLC)
Dupuis Freres, Montreal, Que.	Commerce Empl. Federation (CNTU)
East. Can. Newsprint Grp., Que. & N.S.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Fisheries Assoc., B.C.	United Fishermen (Ind.) (tendermen)
Fisheries Assoc. & Cold Storage Cos., B.C.	United Fishermen (Ind.) & Native Brotherhood (Ind.) (shore wkrs.)
Food stores (various), Winnipeg, Man.	Retail Clerks (AFL-CIO/CLC)
Forest Industrial Relations, B.C. coast	Woodworkers (AFL-CIO/CLC)
Marathon Corp. of Can., Marathon, Ont.	Pulp & Paper Mill Wkrs. (AFL-CIO/CLC)
Ontario Hydro, company-wide	Public Service Empl. (CLC)
Ontario Paper, Thorold, Ont.	Paper Makers (AFL-CIO/CLC) Pulp & Paper Mill Wkrs. (AFL-CIO/CLC) & others
Price Bros., Kenogami & Riverbend, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Saguenay Terminals, Port Alfred, Que.	Metal Trades' Federation (CNTU)
Scarborough Township, Ont.	Public Empl. (CLC) (outside wkrs.)
Union composing rooms, Toronto, Ont.	Typographical Union (AFL-CIO/CLC)
Westeel Products, western provinces	Steelworkers (AFL-CIO/CLC)

#### Conciliation Board

Assoc. Patronale des Mfrs. de Chaussures, Quebec, Que.	Leather & Shoe Wkrs. Federation (CNTU)
B.C. Hotels Assoc., New Westminster, Burnaby, Fraser Valley, B.C.	Hotel Empl. (AFL-CIO/CLC)
B.C. Hotels Assoc., Vancouver, B.C.	Hotel Empl. (AFL-CIO/CLC) (beverage dispensers)
Calgary City, Alta.	Public Empl. (CLC) (outside wkrs.)
Canada Paper, Windsor Mills, Que.	Pulp & Paper Wkrs. Federation (CNTU)
Canadian Car, Fort William, Ont.	Auto Wkrs. (AFL-CIO/CLC)
Cdn. Car & Foundry, Montreal, Que.	Railway Carmen (AFL-CIO/CLC)
Cdn. Lithographers Assoc., eastern Canada	Lithographers (CLC)
Cdn. Vickers (Engineering Div.) Montreal, Que.	Boilermakers (AFL-CIO/CLC) Machinists (AFL-CIO/CLC) & others
Cdn. Westinghouse, Hamilton, Ont.	U.E. (Ind.)
C.N.R., system-wide	Locomotive Engineers (Ind.)
C.P.R., system-wide	Locomotive Engineers (Ind.)
Davie Shipbuilding, Lauzon, Que.	Metal Trades' Federation (CNTU)
Dominion Glass, Wallaceburg, Ont.	Glass & Ceramic Wkrs. (AFL-CIO/CLC)
Dom. Oilcloth & Linoleum, Montreal, Que.	CNTU-chartered local
Dom. Rubber (Rubber Div.), St. Jerome, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Hollinger Mines, Timmins, Ont.	Steelworkers (AFL-CIO/CLC)
McIntyre Porcupine Mines, Schumaker, Ont.	Steelworkers (AFL-CIO/CLC)
Miner Rubber, Granby, Que.	Rubber Wkrs. (AFL-CIO/CLC)
Sangamo Company, Leaside, Ont.	Machinists (AFL-CIO/CLC)
Shipping Federation of Can., Montreal, Que.	I.L.A. (CLC)
Toronto General Hospital, Toronto, Ont.	Building Services Empl. (AFL-CIO/CLC)

#### Post-Conciliation Bargaining

Goodyear Cotton, St. Hyacinthe, Que.	Textile Federation (CNTU)
T.C.A., company-wide	Air Line Flight Attendants (CLC)

#### Arbitration

Hopital Hotel-Dieu, Montreal, Que.	Service Empl. Federation (CNTU)
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#### Work Stoppage

Hotel Royal York (CPR), Toronto, Ont.	Hotel Empl. (AFL-CIO/CLC)
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### Part III—Settlements Reached During May 1961

(A summary of major terms on the basis of information immediately available. Figures for the number of employees covered are approximate.)

ACME, BORDEN & OTHER DAIRIES, TORONTO, ONT.—TEAMSTERS (IND.): 1-yr. agreement covering 1,250 empl.—wage increase of \$1.50 per wk. for inside empl.; drivers to receive 4 quarterly payments of \$7 each, the first to be paid July 1, 1961; 4 wks. vacation after 20 yrs. continuous service (formerly 4 wks. after 25 yrs.); improvements in welfare clauses.

ANGLO-CDN. PAPER, FORESTVILLE, QUE.—CARPENTERS (LUMBER & SAWMILL WKRS.) (AFL-CIO/CLC): 2-yr. agreement covering 2,000 empl.—wage increases ranging from 2% to 3% depending on classification.

CAN. IRON FOUNDRIES, THREE RIVERS, QUE.—MOULDERS (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—wage rates in new agreement to remain unchanged but some improvements in fringe benefits.

CAN. STEAMSHIP LINES, ONT. & QUE.—RAILWAY CLERKS (AFL-CIO/CLC): 3-yr. agreement covering 900 empl.—4¢-an-hr. increase retroactive to April 1, 1960; an additional 3¢ an hr. retroactive to Sept. 1, 1960; 7¢ an hr. eff. April 15, 1961 and a final 7¢ an hr. eff. April 15, 1962; 3 wks. vacation after 15 yrs. of service (previously 3 wks. after 20 yrs.).



CDN. GENERAL ELECTRIC, TORONTO, PETERBOROUGH & GUELPH, ONT.—U.E. (IND.): 3-yr. agreement covering 4,500 empl.—a general increase of 5¢ an hr. eff. Dec. 24, 1961 plus a further general increase of 5¢ an hr. eff. Dec. 24, 1962; 10% cost-of-living bonus incorporated into base rates; new basis for calculation of cost-of-living bonus established to be eff. until Dec. 24, 1961, after which C.O.L. provisions will be discontinued; 4 wks. paid vacation after 25 yrs. of service (formerly no provision for 4 wks.); improved medical and pension plan.

CDN. TUBE AND STEEL, MONTREAL, QUE.—STEELWORKERS (AFL-CIO/CLC): 3-yr. agreement covering 1,000 empl.—2¢-an-hr. increase eff. May 8, 1961; a further 2¢ an hr. eff. Nov. 6, 1961; 2¢ an hr. eff. May 1, 1962 and a final 1¢-an-hr. increase eff. Feb. 1, 1963; improvements in the welfare plan.

CONSOLIDATED PAPER, STE. ANNE DE PORTNEUF, QUE.—PULP & PAPER WKRS. FEDERATION (CNTU): 1-yr. agreement covering 800 empl.—6¢-an-hr. increase retroactive to Aug. 1, 1960, bringing the base rate up to \$1.06 an hr.

C.N.R., C.P.R., OTHER RAILWAYS—15 UNIONS (NON-OPERATING EMPL.): 2-yr. agreement covering 111,000 empl.—increase of 2¢ an hr. retroactive to Jan. 1, 1960; additional 5¢ an hr. retroactive to Sept. 1, 1960 plus 4% increase eff. May 1, 1961 calculated on the basis of wage rates eff. Dec. 31, 1959; 4 wks. vacation after 25 yrs. of service (previously 4 wks. after 35 yrs.).

DOM. RUBBER (TIRE DIV.), KITCHENER, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 1,100 empl.—6¢-an-hr. increase for day wks.; 5¢-an-hr. increase for incentive wks.; increase in sick pay.

DUNLOP CANADA, TORONTO, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—5½¢-an-hr. increase for hourly paid wks.; 3½¢ an hr. added to base rates for piece wks.; sick benefits increased by \$7 a wk. for male empl. and \$3.50 a wk. for female empl.

DUNLOP CANADA, WHITBY, ONT.—RUBBER WKRS. (AFL-CIO/CLC): 1-yr. agreement covering 500 empl.—6¢-an-hr. increase for hourly rated empl.; 4¢-an-hr. increase for empl. in incentive classifications; weekly sick benefits increased by \$7 a wk. for male empl. and \$3.50 a wk. for female empl.

EMPLOYING PRINTERS' ASSOC., MONTREAL, QUE.—BOOKBINDERS (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—wage rates for male empl. to be increased by 10¢ an hr. retroactive to March 1, 1961 plus an additional 10¢ an hr. eff. May 1, 1962; wages for female empl. increased by 6¢ an hr. retroactive to March 1, 1961 plus an additional 6¢ an hr. eff. May 1, 1962; eff. in 1961 empl. with 15 yrs. of service will be entitled to 3 wks. paid vacation and in 1962 the 3 wks. vacation will be extended to all empl. having 10 yrs. of service (formerly 3 wks. vacation after 18 yrs.); paid holidays which fall on Sunday will be taken the following day.

FITTINGS LIMITED, OSHAWA, ONT.—STEELWORKERS (AFL-CIO/CLC): 2-yr. agreement covering 700 empl.—wage increase of 3¢ an hr. for day wks. earning \$1.80 an hr. or less eff. May 1, 1962; plus an additional 3¢ an hr. eff. Oct. 1, 1962; life insurance increased by \$500; sickness and accident payments increased from \$27.50 to \$35 a wk. with coverage extended from 13 to 26 wks.

HALIFAX SHIPYARDS (DOSCO), HALIFAX & DARTMOUTH, N.S.—MARINE WKRS. (CLC): 3-yr. agreement covering 1,200 empl.—3¢-an-hr. increase eff. May 29, 1961; an additional 3¢ an hr. eff. Nov. 1, 1961; 3¢ an hr. eff. June 1, 1962; another 3¢ an hr. Dec. 1, 1962; 3¢ an hr. eff. June 1, 1963 and a final 3¢ an hr. eff. Dec. 15, 1963; retroactive pay of \$40 for each empl.; eff. Jan. 1, 1963 empl. with 25 yrs. of service will be entitled to 4 wks. of paid vacation annually (formerly no provision for 4 wks. vacation); pensions increased from \$75 monthly to \$115 per month eff. Jan. 1963.

HAMILTON CITY, ONT.—PUBLIC EMPL. (CLC) (OFFICE WKRS.): 2-yr. agreement covering 600 empl.—general increase of 3% retroactive to Jan. 30, 1961; split shifts eliminated; improved medical plan.

KELLOGG COMPANY, LONDON, ONT.—MILLERS (AFL-CIO/CLC): 2-yr. agreement covering 550 empl.—a general increase of 5% retroactive to April 15, 1961; a further increase of 4½% eff. April 15, 1962.

LAKEHEAD TERM. ELEVATORS ASSOC., FORT WILLIAM, ONT.—RAILWAY CLERKS (AFL-CIO/CLC): 2-yr. agreement covering 1,500 empl.—a general wage increase of 3% retroactive to Jan. 1, 1961; a further 3½% increase eff. Jan. 1, 1962; all increases calculated on wage rates eff. Dec. 31, 1960; shift premium increased to 8¢-an-hr.; holidays worked will be paid at premium rate of double time rather than time and one-half as formerly; increase in employer's contribution to medical and hospital plan; a minimum of 3 hrs. pay will be given when empl. called out to work overtime.

MIRAMICHI LUMBER, CHATHAM INDUSTRIES & OTHERS, MIRAMICHI PORTS, N.B.—MIRAMICHI TRADES & LABOUR (IND.): 1-yr. agreement covering 800 empl.—a general wage increase of 5¢ an hr.

NEW BRUNSWICK POWER COMMISSION, PROVINCE-WIDE—I.B.E.W. (AFL-CIO/CLC): 2-yr. agreement covering 500 empl.—no general wage increase; implementation of job evaluation plan that provided increases for some classes, decreases for others, but wage rates for present incumbent will not be reduced.

HOSPITALS (SIX), MONTREAL & DISTRICT, QUE.—SERVICE EMPL. FEDERATION (CNTU): 1-yr. agreement covering 2,000 empl.—increases ranging from \$3 to \$10 per wk. depending on classification retroactive to Jan. 1, 1961; eff. Sept. 3, 1961 weekly hrs. for non-office wks. to be reduced from 44 hrs. to 40 hrs. and for office wks. from 41 to 35 hrs. with same take-home pay.

SAINT JOHN SHIPBUILDING AND DRYDOCK, SAINT JOHN, N.B.—MARINE WKRS. (CLC), MACHINISTS (AFL-CIO/CLC) & OTHERS: 2-yr. agreement covering 850 empl.—retroactive payment at the rate of \$5 per mo. for time worked during the period from April 19, 1960 to Jan. 1, 1961; an increase of 3¢ an hr. eff. May 26, 1961 and two further increases each of 3¢ an hr. eff. Dec. 1, 1961 and June 1, 1962.

TORONTO WESTERN HOSPITAL, TORONTO, ONT.—BUILDING SERVICE EMPL. (AFL-CIO/CLC): 3-yr. agreement covering 550 empl.—an increase of \$11 a mo. for all empl. eff. May 1, 1961; a further increase of \$10 a mo. for all empl. eff. April 30, 1962; and an additional \$5 a mo. eff. April 29, 1963; retroactive pay of \$42 for each empl.

## NOTES OF CURRENT INTEREST

### 1960-61 Winter Works Program Most Successful Yet

The past winter's Municipal Winter Works Incentive Program was the most successful since these programs were introduced in 1958. Up to May 31, its closing day, the program had provided on-site jobs for 120,257 men, for a total of 5,102,405 man-days of work. These totals are not yet complete.

The previous year's program provided 51,610 on-site jobs and a total of 1,952,833 man-days of work.

Almost three times as many municipalities across the country participated last winter—2,157 compared with 767 the year before.

In addition to the jobs provided directly on projects approved under the program, at least an equal number were provided indirectly in the industries that manufacture, sell, and transport the materials used on these jobs. It is thus estimated that the program provided some 240,000 jobs.

By the end of May, 7,180 projects had been approved by provincial governments and accepted by the federal Government. The total estimated cost of these projects was \$292,690,230, of which \$92,742,897 was direct payroll cost.

During the period of the program \$71,-881,788 was expended on direct payroll costs and of this sum the federal contribution amounted to \$35,528,592. In addition, many of the provinces had contributed

toward payroll costs of projects in their municipalities.

This year, the program began on October 15, 1960, six weeks earlier than the year before, and it had been extended until the end of May, 1961—a total of 7½ months compared with 6 months the year before. It had also been broadened to include new classes of projects, including, for the first time, the construction and renovation of municipal buildings as well as other projects such as street lighting, water and sewage treatment plants and pumping stations.

For all of Canada, water and sewer projects accounted for the greatest activity—45.3 per cent of the man-days of work, 37.4 per cent of the number of men employed and 47.0 per cent of the payroll costs during the period of the program. Road and sidewalk projects were next with 30.3 per cent of the man-days of work, 41.7 per cent of the number of men employed and 26.2 per cent of the payroll costs.

Municipal building projects accounted for 13.8 per cent of the man-days of work, 11.4 per cent of the number of men employed and 15.9 per cent of payroll costs. Parks and playgrounds accounted for 10.6 per cent of the man-days of work, 9.5 per cent of the number of men employed and 10.9 per cent of the direct payroll costs.

### Canada, U.S. to Share Views on Labour Problems

Steps toward facilitating informal exchanges of views and information on labour matters were taken during the two-day meeting of Hon. Michael Starr, Canadian Minister of Labour, and United States Secretary of Labor Arthur J. Goldberg, in Washington, April 26-27.

In a joint statement issued after the meetings, it was pointed out that "the long history of the Canadian-American partnership in North America has clearly demonstrated that the shared interests and shared problems of the two nations provide a sure base for shared opportunities."

Mr. Starr was accompanied by George V. Haythorne, Deputy Minister of Labour. Pat Conroy, Labour Counsellor at the Canadian Embassy in Washington; Paul LaBerge,

Third Secretary; and Tom Van Dusen, Executive Assistant to the Minister, completed the Canadian delegation.

The American delegation included Willard Wirtz, Under-Secretary of Labor; Jerry Holleman, Assistant Secretary for Manpower; George Weaver, Assistant Secretary for International Affairs; Assistant Secretary James Reynolds and a number of Bureau Directors.

The agenda for the two-day sessions included such topics as employment, technological changes and productivity, training and retraining, labour-management relations and the International Labour Organization. The Canadian delegation was received by the President of the United States and had the opportunity of meeting also with num-





Hon. Michael Starr, Minister of Labour, was greeted at the airport by United States Secretary of Labor Hon. Arthur J. Goldberg, on the occasion of his two-day visit to Washington, April 26-27. The picture shows (left to right): A. D. P. Heeney, Canadian Ambassador in Washington; George V. Haythorne, Canadian Deputy Minister of Labour; Mrs. Starr; the Minister; and Mr. and Mrs. Goldberg.

erous government officials, labour leaders and others.

"Our meetings in Washington with the President and with other Government officials have proved informative and instructive in terms of the mutual problems we confront, as well as inspiring and rewarding in terms of their relationship to Canadian-American friendship," commented Mr. Starr.

The joint statement adds:

"The United States and Canada are closely linked in every sense—geographically, economically, politically, and culturally. Many of the same corporations and trade unions operate on both sides of the border; many workers migrate, and some

even commute, across that border; and of course our countries are affected similarly by the ups and downs in business conditions and in international relations generally. We have both been concerned with how to combat unemployment, how to deal with the problems arising from automation, and how best to handle labour-management relations, and many others."

In welcoming the Canadian delegation on its arrival in Washington, Mr. Goldberg stated: "Our two nations today face many domestic and international problems. These problems are of manifest concern to us both. They require solutions calling for co-operation and mutual action."

## Seven Surplus Manpower Areas Qualify for Accelerated Depreciation

Seven centres so far have been designated as surplus manpower areas eligible for participation in a program designed to assist areas suffering from high unemployment over an extended period. The Special Capital Cost Allowance Program, announced in the supplementary budget of December 20, 1960, provides for "accelerated depreciation" tax deductions which permit the

taxpayer to deduct his normal capital cost allowances at a more rapid pace than under normal depreciation regulations.

The following conditions establish the eligibility for accelerated depreciation allowance: The assets claimed must be used in the production of a product new or not ordinarily manufactured in the prescribed area, and the area itself must belong among



those classified as "surplus manpower area," a designation for which municipal authorities may apply to the Department of Labour.

Upon receipt of an application, the Department reviews employment and unemployment conditions in the area and, if these meet the criteria specified by the Minister on March 2, 1961 (L.G., April, p. 338), the Governor-in-Council designates the area as eligible for accelerated depreciation.

At the end of May, 41 applications had been received.

Applications have been received from: Amherst, County of Cape Breton, District of Guysborough, District of Yarmouth, Louisbourg, Mahone Bay, New Glasgow, Pictou, Springhill, Trenton, and Yarmouth in Nova Scotia; Campbellton, Chatham, County of Gloucester, County of Northumberland,

County of Saint John, Dalhousie, Grand Falls, Milltown, Moncton, Newcastle, Port Elgin, Sackville, Shippegan, Sussex, and Westmoreland County in New Brunswick; Chandler, Jacques Cartier, Matane, New Richmond, Richmond, St. Jerome, and Tracy in Quebec; Cornwall, County of Essex, Elliot Lake, Fort William, Morrisburg, and Windsor in Ontario; Carberry in Manitoba; and Drumheller in Alberta.

The seven centres so far designated by the Governor-in-Council as surplus manpower areas are: Cornwall, Windsor, New Glasgow, Elliot Lake, Grand Falls-St. Leonard, Amherst, and Springhill. A review of employment and unemployment conditions disclosed that St. Jerome, Richmond, and Jacques Cartier in Quebec did not qualify. Other areas are being investigated.

## HOUSE OF COMMONS DEBATES

### A Guide to Items of Labour Interest in Hansard

(page numbers refer to Hansard)

**April 26**—*Net amount in the Unemployment Insurance Fund on March 31 was \$166,145,500 with securities held valued at par, and \$135,771,703.12 with securities held valued at current market price, the Minister of Finance says in reply to a question. In addition, securities of a par value of \$82,772,000 had been pledged to the Department of Finance to cover loans of \$67,000,000, he adds (p. 4010).*

*If the assets of the CNR pension trust fund were at any time insufficient to meet current liabilities the company would pay to the fund such sums as might be required, the Minister of Transport said in reply to a question (p. 4011).*

*Applications for designations as surplus manpower areas have been received by the Department of Labour from 28 areas or localities, and one area—that served by the National Employment Office in Cornwall—has been so designated, the Parliamentary Secretary to the Minister of Labour says in reply to a question (p. 4012).*

**April 27**—*Resolution preceding introduction of a measure to amend the Freight Rates Reduction Act to extend for not more than 12 months the period during which the revised rates under the Act shall apply, and to increase the expenditure authorized by the Act by \$20,000,000, moved by the Minister of Transport and agreed to (p. 4042).*

**April 28**—*Persons referred to strike-bound plants by the NES have their referral slips stamped with the words "this plant*

*strikebound" and it is then left to the discretion of the person concerned whether or not to proceed with the application, the Minister of Labour says in reply to a question as to whether the NES was referring unemployed persons to apply for work at the strikebound Royal York Hotel (p. 4096).*

*Houses purchased under NHA that have been repossessed from 1950 to 1960, both years included, total 372, of which 199 were in Ontario, the Minister of Public Works tells a questioner (p. 4135).*

**May 1**—*Second reading of Bill C-84, respecting the vocational rehabilitation of disabled persons and the co-ordination of rehabilitation services, moved by the Minister of Labour (p. 4171). The main purpose of the bill, the title of which is the Vocational Rehabilitation of Disabled Persons Act, is to authorize the Government to make agreements with the provinces to provide for the sharing of costs incurred by the provinces in carrying out programs of vocational rehabilitation, the Minister explains (p. 4175). After debate, the bill is given second reading, considered in committee, reported, read the third time and passed (p. 4183).*

*Hourly rates of pay for certain prevailing rate employees of the Department of National Defence in the Ottawa area are as follows, the Associate Minister of National Defence says in answer to a question: plumbers \$2.80, painters \$1.90, motor mechanics \$2, carpenters \$2.35, and labour-*

ers \$1.51. The rate for painters is effective October 1, 1960, rates for all others May 1, 1960 (p. 4203).

**May 3**—*First progress report* of the Royal Commission of Government Organization tabled by the Prime Minister (p. 4275).

*The number of unemployed persons* who took part in the demonstration in front of the Parliament Buildings on April 25 was 379, the Parliamentary Secretary to the Minister of Labour says in reply to a question. A statement that among the demonstrators were 72 full-time Communists who were not out of work, but had taken leave to join the demonstration, has not been investigated by the Department, he says (p. 4278).

*Japanese and Western European manufactured products* are displacing Canadian products, both in Canada and in the export market, in increasing quantities, Hon. George Hees, Minister of Trade and Commerce, says during debate on his Department's estimates (p. 4286).

*Designation as a double depreciation area* has been requested by the county of Essex and the city of Windsor, Ont., and the applications are under active consideration, the Minister of Labour says in reply to a question by Hon. Paul Martin (Essex East) (p. 4320).

**May 4**—*Report of Royal Commissioner* inquiring into the state of the automobile industry has been received and will be tabled in due course, the Prime Minister indicates in reply to a question (p. 4321).

*The major industrial unions* are represented on the National Productivity Council by Mr. Jodoin, head of the CLC, and by others, the Minister of Trade and Commerce says in reply to a question (p. 4322).

*No formal organization to deal with unemployment* has been set up by Canada and the United States, although informal discussions took place while he was in Washington, and further exchanges of information have been provided for in the future, the Minister of Labour says in answering a question (p. 4323). (See p. 541 of this issue.)

**May 5**—*Second reading of Bill C-25*, to amend the Canada Fair Employment Practices Act to prevent discrimination in employment on account of age "for no real valid, sensible or sound reason," is moved by a private member (p. 4436). After debate the House adjourns without question put (p. 4443).

**May 8**—*Non-confidence motion* censuring the Government for "failure...to ensure sound administration of the Unemployment Insurance Act, resulting in the depletion

of the financial resources of the Fund and new arbitrary administrative procedures which deny benefits to casual employees," is moved by H. J. Robichaud (Gloucester) (p. 4512). Amendment censuring the Government for "its failure to give consideration to the reimbursement of the Fund from the public treasury for the excessive depletion it has suffered as a consequence of the recent abnormal unemployment" is moved by Hazen Argue (Assiniboia) (p. 4515).

During the ensuing long debate, the Parliamentary Secretary to the Minister of Labour accuses members of the Opposition of criticizing the Government in one breath for its administration of the Fund, resulting in its depletion, and in the next breadth attacking the Government for taking measures to restrict abuses of the Fund (p. 4522). The House adjourns without question put (p. 4536).

**May 9**—*How long an unemployed person* can be out of his own area and still receive unemployment insurance benefits to which he is otherwise entitled depends entirely on the reason for the claimant's absence and whether or not he maintains availability for work, the Minister of Labour says in reply to a question about the unemployed who took part in a recent march on Ottawa. Each case is decided on its own merits, Mr. Starr says (p. 4545).

*Debate continues on non-confidence motion* (p. 4547). There has been no mismanagement of the Unemployment Insurance Fund or of the Unemployment Insurance Act, the Minister of Labour says in denying a charge made by members of the Opposition (p. 4550). Amendments to the Act are now being worked on and will be brought in after study of "a difficult problem which has to be gone into in every detail," the Minister says. After long debate, the motion and Mr. Argue's amendment are defeated on division (p. 4573).

**May 10**—*Advertisements of job opportunities* in Canada were published by her Department in the United Kingdom in 1959 and 1960 only, the Minister of Citizenship and Immigration informs a questioner (p. 4592).

*Advances to the Unemployment Insurance Fund* made by the Government during the fiscal years 1960-61 and 1961-62 to May 8, 1961, with dates on which the advances were made, are given by the Minister of Finance in answer to a question (p. 4593).

**May 11**—*Application for designation* as a surplus manpower area received from St. Jerome, Que., has been refused because the case did not meet the criteria announced



by him on March 2 (L.G., April, p. 338), the Minister of Labour says in reply to a question (p. 4708).

**May 12**—*A special capital subsidy* of 35 per cent of approved costs of construction will be paid toward the construction in Canada of vessels for Canadian registry, other than fishing vessels—on the construction of which subsidies will be paid at different rates—effective immediately, the Minister of Transport announces (p. 4711). This rate will be increased to 40 per cent for any work done between now and March 31, 1963, he says. The Minister also announces that steps will be taken to modify the Commonwealth merchant shipping agreement so as to reserve domestic Canadian trade within the Great Lakes area to Canadian registered vessels (p. 4712).

*Permission to recruit* in the United Kingdom and Europe a limited number of town planners was obtained by the CMHC from the NES because efforts to obtain such specialists in Canada had been fruitless, the Minister of Public Works says in reply to a question (p. 4716).

*Part-time postal employees* are now for the first time required to pass examinations similar to, but easier than those set for regular postal clerks, because within the last year the pay of the part-time workers has been increased from \$1.26 to \$1.72 an hour, and greater knowledge and efficiency is therefore expected of them, the Postmaster-General says in answering a question (p. 4717).

**May 15**—*Resolution preceding introduction* of a measure to amend the Freight Rates Reduction Act to extend its application for not more than 12 months and to increase the expenditure authorized under it by \$20,000,000 is agreed to (p. 4815). Bill C-93 is introduced and read the first time (p. 4841).

*All of the mortgage assets* of Central Mortgage and Housing Corporation, totaling \$1,398,591,580, are marketable under the National Housing Act, the Minister of Public Works says in reply to a question. But of this amount, \$404,456,018 represents unpaid principal on certain types of mortgages that it is not intended to sell at present, the Minister says (p. 4869).

**May 16**—*Second reading of Bill C-93*, to amend the Freight Rates Reduction Act, moved by the Minister of Transport (p. 4876). After lengthy debate, the bill is read the second time and referred to the standing committee on railways, canals and telegraph lines (p. 4900).

**May 17**—*Securities held by the UIC* are worth \$87,045,500 at par and \$73,086,675.62 at market value, the Minister of Finance

says in reply to a question. Of the total loans made by the Government to the Unemployment Insurance Fund, \$124,000,000 had not been repaid on May 15, and the par value of securities pledged for this debt is \$158,757,000 (p. 4944).

**May 19**—*Voluntary controls on imports* of Japanese products during 1961 have been agreed to by the Japanese Government, the Minister of Finance announces (p. 5043).

**May 20**—*Unemployment Insurance benefit* warrants bear the notation that they are manufactured and printed for Remington Rand in the United States because they are printed and tabulated on machines manufactured only by that company in the U.S. and the punch cards required for use in these machines are provided by the company, the Minister of Labour says in reply to a question as to why these cheques were not printed in Canada to provide employment for Canadians (p. 5098).

**May 22**—*Second reading of Bill C-98*, to amend the Canada Shipping Act to revise definitions of home-trade voyage, inland waters and minor waters, is moved by the Minister of Transport (p. 5183). The definition of inland waters that will be changed by the bill "will be of assistance to our Lake ships making voyages to the Gulf of St. Lawrence," but the bill is not related to his recently announced proposal "to limit our domestic coasting trade in the Great Lakes to vessels of Canadian registry," the Minister says. After debate the bill is read the second time and referred to the standing committee on railways, canals and telegraph lines (p. 5193).

**May 25**—*Unemployed persons from Welland county* whose appeal against the decision to suspend unemployment benefits for the day of their visit to Ottawa was disallowed by the board of referees "now have recourse to appeal to the Umpire, whose decision is final," the Minister says (p. 5336).

**May 26**—*No immigrant has been referred* for employment to the Saint John Drydock Company since a strike by the company's employees began four or five weeks ago, the Minister of Citizenship and Immigration says in reply to a question (p. 5406).

*Net reduction of CNR staff* because of the cessation of heavy repairs to passenger equipment in Moncton will be fewer than 20, the Minister of Transport says in reply to a question (p. 5407).

*Bill C-30, a private member's bill* to amend the Industrial Relations and Disputes Investigation Act to revise mediation and conciliation processes, is dropped after debate on procedure (p. 5440).



# First National Conference on Technological Training in Canada

Establishment of national advisory committee on technological training and institution of a nationally recognized diploma to certify the achievement of post-secondary school level of education are recommended by two-day conference

The establishment of a National Advisory Committee on Technological Education and the institution of a nationally recognized diploma certifying a student's post-secondary school level of achievement were the most important measures recommended by the First National Conference on Technological Training in Canada, held in Ottawa on May 9 and 10.

The meeting was sponsored by the Department of Labour and the National Technical and Vocational Training Advisory Council.\* George V. Haythorne, Deputy Minister of Labour, was chairman of the opening session.

The conference decided to ask the National Technical and Vocational Training Advisory Council to set up the advisory committee, and suggested that it should consist of about 15 members who would include representatives of government, education, labour, technicians and technologists, employers, professional organizations, and universities.

The function of the committee would be to advise on the development and co-ordination of interprovincial programs for educating technicians and technologists, and its terms of reference and representation would be somewhat similar to those of the National Apprenticeship Advisory Committee.

The conference agreed that a post-secondary school level of achievement in technological subjects could be defined, and that a student's achievement of this level should be recognized by the award of a nationally recognized diploma. Although there was no unanimity as to what the diploma should be called, "Canadian Diploma in..." was suggested.

The delegates believed the diploma could be gained in two to three years—approximately 2,400 hours—beyond junior matriculation.

Several members of the committee insisted that there should be more than one level of recognition, and two or three were

\*The National Technical and Vocational Training Advisory Council, consisting of 23 members appointed by the Governor-in-Council, was established by the Technical and Vocational Training Assistance Act, passed December 12, 1960, and replaces the Vocational Training Advisory Council.

suggested, but no decision was made about this. These levels, however, although they would be nationally recognized, would be distinct from, and lower than that to which the proposed diploma would apply. Details were left to the consideration of the Advisory Committee on Technological Education.

Another recommendation was that local committees, each consisting of about 12 persons, should be set up to advise the local training agencies on the effectiveness of the training, the appearance of important new developments, and any weaknesses in the curricula. These committees would consist of a permanent nucleus appointed from the staff of the local institute, with other members representing industry, graduates of the institute, and other qualified technicians or technologists.

Liaison between industry and the institutes was considered to be extremely important. This would be greatly aided by the advice of representatives of industry on local committees, and:

1. Through direct participation of institutes' staff in industry, either during a special leave of absence or visits during the school year, and

2. By an invitation extended to staff to participate in special instructional programs which may be offered by particular companies in areas of new development.

"Conferences to bring teaching staffs up to date in specialized areas could be sponsored by provincial and federal bodies, and other agencies, utilizing the services of specialists from industry, labour and professional organizations, governments and universities."

Hon. Michael Starr

"Today the mobility of our manpower is extremely important. Individuals trained in one part of Canada must be able to transfer to other parts of the country and their qualifications must be known, understood and accepted at par," the Minister of Labour told the conference in his address of welcome.

"I would urge you to consider carefully the identification of training by levels of competency, with accepted standard require-

ments for each level, rather than the identification of the individual or by the name of the institute from which he was graduated."

With the 29 institutes of technology now in operation, and with more being built, Mr. Starr said, "we could conceivably have a multiplicity of levels of training and qualification." The employers of our graduates had urged the calling together of a group such as that represented at the present meeting to try to recommend a "national terminology for this level of technological training and also to devise ways and means by which the specifications will be developed," he said.

Out of every 100 students in Canada who enter Grade 2, only 66 enter secondary school, only 33 begin matriculation and only nine enter university. "At this conference we are primarily interested in the 24 per cent who disappear from the school system between junior matriculation and entrance at the university," the Minister stated.

Although technological changes during recent years have been rapid beyond "the wildest imagination," we now stand on the threshold of even greater and more amazing changes of this kind. The demand for skilled and technical workers is increasing far more rapidly than employment generally, Mr. Starr said, and the fastest growing occupations are those that require high levels of training.

He spoke of the need of engineers, scientists, research workers, business executives, accountants, and medical men for "supporting help" that must be trained in fundamentals and their use and application.

"The purpose of this conference is to study the requirements for highly trained individuals in these rapidly growing areas between the skilled worker and the professional man, in other words, the individuals at the technological level," the Minister told the delegates.

#### Prof. William Bruce

The method of developing skilled workers in Canada mainly by on-the-job experience and promotion, with a limited amount of formal instruction or none at all, and with reliance on immigration as the second largest source of skilled manpower, falls far short of the demands made by modern technology and the needs of a healthy industrial economy, said Prof. William Bruce, Chairman of the Department of Mechanical Engineering at McGill University. Prof. Bruce addressed the conference on "The Need for and Place of Technicians in Canada."

The large demand for engineers in Canada has been partly due to their employment by industry in many jobs where an engineer's level of training was not needed, the speaker said. This pointed to the need for "a large group of technical workers with appropriate education and training intermediate to the engineer and skilled tradesmen levels, namely, technicians."

The need for technicians is also increased in many ways by "the restrictive actions and the limited scope of the trades," Prof. Bruce contended. "Strict observance of craft lines places definite limitations on job development and opportunity in a changing environment," he pointed out.

"The necessary attributes of the technician are probably a greater intellectual ability than the average tradesman, more formal training to higher levels which can enable him to gain a sound grasp of theoretical concepts, and the capacity to adapt readily to changing technical conditions and new industrial requirements," he speaker said.

The frequently heard statement that an immigrant technician is often capable of doing the work performed by many Canadian graduate engineers could be attributed, Prof. Bruce pointed out, to the fact that these immigrant technicians filled a need that was not supplied from Canadian sources.

The standing of the technician must be made attractive financially and socially, and it would require the combined efforts of industry, government and the public to bring this about. "The status problem in our society is an extremely important consideration," and it requires that a course of study in an institute of technology should culminate in a degree or diploma.

Although "the type of curricula employed should be rigorous and of a very high standard," to make such training attractive "the graduates of these institutes must finish sooner and become productive earlier than those who follow the university path," Prof. Bruce thought. The universities would then be left free to concentrate on more advanced studies.

Finally, Prof. Bruce said that the in-plant training programs now conducted by industry must be expanded "in order to keep technical personnel abreast of new developments, and to provide necessary flexibility frequently required transfers of labour from one area of activity to another."

#### D. B. Best

Because the forms of specialization required in industry are so numerous and diverse, industry must be prepared itself to



undertake most of the postgraduate training of technicians, but in order to be able to concentrate on this task it must be assured that the pregraduation education of technicians was broad enough to provide a base for this specialized training.

This was one of the main suggestions made by D. B. Best, Personnel Services Superintendent, Northern Electric Company, regarding "Industry's Part in Technician Training," which was the theme of his address to the conference.

A second suggestion was that industry should co-operate as much as possible with the staff of technical institutions in planning evening, part-time day, or even correspondence courses, to supplement the training received in employment. Since these courses would be of the "extension school" type, they would not interfere with the regular curriculum of the full-time students.

"The third and perhaps most important contribution industry can make with respect to technological education is to participate in the planning, up-dating, and revision of courses of technological study as fully as is compatible with the principles of academic freedom," Mr. Best said. "A close relationship between industry and technological institutes is much more necessary than is a similar relationship between industry and universities."

The time is rapidly approaching when most of the jobs "in what might be considered as the production engineering field" will be handled by technicians rather than engineers, the speaker said. Owing to the rapid changes in technology that are taking place, technicians will often need a base of academic and theoretical knowledge that will enable them to take on tasks that have so far been regarded as falling within the province of the engineer.

"We now realize we must depend to an even greater extent upon the technological institutes to provide the academic training and knowledge of basic engineering and scientific technologies which we would find it either impossible or too costly to supply," Mr. Best said.

He thought that there had been a tendency in industry and in the educational institutions to teach those things that the industry or institution knew best how to teach. "The training process whether in the technological institute or in the company has a built-in 'time-lag' and there would appear to be too many training courses which are embarked upon in the light of current needs only. The result may be the training of individuals for disappearing needs and the omission of training for newly emerging needs."

There should be two primary objectives in the training and development of engineering and science technicians, Mr. Best thought. These should be: "First, to enable such persons to take over those scientific and engineering functions which do not require the ability and knowledge normally expected of professionally qualified scientists and engineers. Second, to interpret the work of scientists and engineers for the purpose of experimentation and test procedures, and in the installation and maintenance of complex facilities, so that eventually skilled craftsmen can carry out the actual production functions."

### Robert Ricard

A brief description of the Province of Quebec's system of vocational education was given by Robert Ricard, Director of the Institute of Technology in Sherbrooke.

The provincial Department of Youth sponsors 16 institutes of technology giving vocational training on the post-secondary school level, and 42 trade schools, Mr. Ricard explained. The institutes of technology give a complete three-year course, and some of the trade schools offer the first and second years of the course for the benefit of young men who are starting their technical education while living at home.

The speaker outlined the requirements for admission to these institutions, the curriculum, teaching staff, methods used to keep courses adjusted to the changing needs of industry, and the employment prospects of graduates.

Applicants for the technical course must be high school graduates, and they are required to pass an entrance examination, including a series of aptitude tests. Only those candidates who appear to have a satisfactory chance of success are accepted, Mr. Ricard said. This plan of selection reduces drop-outs and failures to a minimum, and also gives teachers an idea of the capacities of each new student.

The speaker explained that the course was divided between theory and practical training, an average of 20 hours a week being devoted to the former and 15 to the latter.

The objective of the technical course is to prepare young people to become "the effective link between the engineer and the skilled worker," his part being "to translate creative ideas into new machines, products or services," Mr. Ricard said.

### H. H. Kerr

"Until recently little or no thought had been given on this continent to the development of the 'technical college' type of



school, with the result that the graduates of the faculties of engineering filled two types of positions—those posts requiring the services of a professional engineer and those positions which could be filled to better advantage by engineering technologists,” said H. H. Kerr, Principal of Ryerson Institute of Technology, Toronto.

“In 1960, the latest year for which figures are available, Great Britain produced approximately 3,200 university graduates in engineering, or 70.3 new professional engineers per million of the population. In the same year, however, 11,927 new Higher National Certificates, which correspond roughly to our Technology Diplomas, were issued. That represents 262 per million of the population, or 3.7 technologists for each professional engineer. In Canada, the figures are reversed, for in the same year we graduated nearly four times as many engineers as technologists.”

One of the reasons for the situation in Canada, Mr. Kerr said, was “the difficulty of interposing a new type of school in a well-established system.” Because of the lack of an acceptable alternative, “the university has become in the minds of parents the only goal for their children, and it may take a new generation of parents and teachers to overcome such a misconception of this area of post-secondary school education.”

He added, however, that in the past 10 years much progress had been made, and there are now more than 2,000 students registered in the engineering technology courses in Ontario.

The engineering technologist forms a part of the “engineering team,” which consists of the professional engineer at the top, next the engineering technologist, then the engineering technician, and at the bottom the skilled craftsman, Mr. Kerr said.

“That the technologists have made a name for themselves is amply demonstrated by the demand for their services,” he went on. “Each year employers make arrangements to interview our graduating students during the months of February, March, and April, with the result that in most years the members of the graduating classes are

placed before the final examinations commence.”

### C. R. Ford

We are spending many millions of dollars in Canada to give training at a level between the high school and the university, and qualification at this level should be certified in such a way as to indicate that the person to whom the certification is issued has completed a program of training involving approximately 2,000 to 2,400 hours as a minimum, said C. R. Ford, Director of the Vocational Training Branch of the Department of Labour.

The name by which this level of training is identified is important, and it should be this name that is talked about, and not the name of the school at which the qualification was attained, Mr. Ford contended. “This name could then be applied to a similar level of qualification in any field or in any discipline.”

The only country-wide standards we now have are in the apprenticeship training program. “Journeyman who have the red seal of the Interprovincial Standards examination affixed to their apprenticeship certificate carry an indented qualification which is recognized and valid in all parts of Canada.”

But there are no national or international standards that identify achievement upon completion of technical or vocational high school. “The graduate of one school may be highly qualified, while those from another school may be very poorly qualified and incompetent, yet all are identified in the same manner.”

It was small wonder, Mr. Ford said, that employers complain that they never know what they are getting in the way of ability or competence in a student who has completed any of the courses of the vocational high school.

Canadian industries are now facing competition the like of which they never faced before from countries where workers are trained under programs in which national qualifications are well established, and “we cannot afford the luxury of this multiplicity and confusion,” Mr. Ford said.

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Up to one year's subsistence for unemployed workers in full-time training, with weekly payments determined by the state's average unemployment benefits, is proposed by President Kennedy in a program sent to the United States Congress last month.

The Government-financed program is designed to equip the unemployed with new skills and improve the job-holding chances of the employed. The U.S. Employment Service is to do the testing and counselling for programs conducted by local and state agencies, schools, and unions. Allowances for on-the-job trainees are proposed if their wages are less than \$46 per week. The Department of Labor is to have the principal responsibility for the program.

# First Meeting of the National Technical and Vocational Training Advisory Council

The possibility of establishing high-level federal-provincial institutions for training vocational teachers will be investigated, Council decides in view of need for more teachers that will result from proposed increase in facilities

The possibility of establishing in Canada one or two high-level federal-provincial institutions for the training of teachers, supervisors and administrators in vocational education will be investigated, the National Technical and Vocational Training Advisory Council decided at its first meeting, on May 11 and 12. The predicted increase in vocational and technical training facilities in Canada—50 per cent in five years—will create a need for more, and more highly-competent teachers, the Council pointed out.

The proposal, which was made by Max Swerdlow, Education Director of the Canadian Labour Congress, was strongly supported by some members of the Council, brought out considerable difference of opinion, and four of the delegates abstained from voting on the resolution.

The resolution was adopted after C. R. Ford, Director of the Vocational Training Branch of the Department of Labour, had spoken of the "tremendous development" that was taking place in vocational training, and had given warning of the shortage of qualified instructors that might appear as a result.

The new 23-member Council, which represents management, labour, provincial governments and other interested organizations, was established under the Technical and Vocational Training Assistance Act, and supersedes the former Vocational Training Advisory Committee. The meeting was under the chairmanship of Dr. G. Fred McNally, former Chancellor of the University of Alberta.

The Council moved to carry out the recommendation of the First National Conference on Technological Training in Canada that called for the setting up by the Council of a National Advisory Committee on Technological Education. The delegates passed a resolution that the setting up of such a committee should be proceeded with, and it was decided that the committee should be constituted as a sub-committee of the Council, though it need not consist of Council members. An effort would be made to get the committee established by July 1.

It was decided to turn over to the new committee the second main recommendation of the Conference on Technological Training, regarding the definition of a student's post-secondary school level of achievement, and its acknowledgement by the award of a nationally-recognized diploma.

## Minister of Labour

A 50-per-cent expansion in facilities for technical and vocational training in Canada during the next 10 years had been planned, but "if the present rate of expansion, forecast for the next two years, is maintained, we shall reach this mark in five years," Hon. Michael Starr, Minister of Labour, told the delegates in his address of welcome.

Mr. Starr referred to the far-reaching effect of the new legislation passed last fall and of the provisions of the proposed agreement with the provinces, and said that a new surge of capital development is now underway in every province.

"I would like to emphasize, however, that the development of new facilities is not our only objective. New programs must be developed where they are needed. Increased attention must be given to training of the unemployed, of the disabled, of technicians, as well as of those who are coming through the schools.

"But I would particularly commend to you for consideration the development of suitable programs to provide upgrading, training and retraining as required for those now employed in industry," the Minister said.

This kind of training had not been given as much attention as some others in the past, he added, but it was one in which the need was great owing to rapid changes in technology in nearly all parts of the economy.

What is done in the field of vocational training must be done co-operatively, Mr. Starr asserted. "It is not the intention in any way to relieve the provinces of part of their responsibility in this matter. It is, rather, intended to encourage and make possible those training programs at all levels which are required to develop the full potential of Canada's labour force."

## Schedule "M"

The question of why so small a proportion of the unemployed take advantage of the opportunity for vocational training offered them under Schedule "M" of the Vocational Training Agreement between the federal and provincial governments was discussed by the Council. Lack of knowledge of the opportunities available was thought to be one explanation, but it was agreed that the biggest obstacle was that many of the unemployed had not enough general education to qualify for admission to the vocational courses offered.

A committee was finally appointed under Max Swerdlow as chairman to look into this matter, and if possible make recommendations to the Council. Mr. Swerdlow said the committee would invite representatives of industry and labour to discuss the question with them, and would seek the advice of other persons with specialized knowledge.

## Annual Training Week

The advisability of holding an annual training week, similar to the Commonwealth Technical Training Week, observed this year from May 29 to June 4, was considered. A compromise suggestion was made that some method of promoting technical and vocational training should be continued during the six years for which the new Technical and Vocational Training Agreement was to run.

The delegates passed a motion instructing the Chairman of the Council to seek an opportunity of addressing a future meeting of provincial ministers and deputy ministers of education regarding this proposal.

## Survey of Training Problems

H. L. Shepherd, Manager of Personnel Compensation and Development at Canadian Westinghouse, who has been engaged on a part-time basis for the rest of this year to assist the Department of Labour in making a survey of training problems in industry, gave the Council an outline of the work that had been done on the study so far.

Some of the points he made in his report were:

—Needs for skills are hard to predict in detail for more than a few weeks ahead, and part of the onus of predicting needs will probably have to be accepted by the Government.

—Training cannot wait for complete clarification of needs, and some training will have to be undertaken on faith based on judgment.

—Companies must give close study to the way in which seniority provisions handicap training efforts, especially under close employment conditions. For example, a man might be trained for a job, only to be bumped by a senior man.

—So-called academic students were often given preference because companies felt some confidence in their capacity to absorb training. In some cases less confidence was felt in the meaning of the standing conferred by trade schools.

—Training of the unemployed in industry, with no jobs in sight, is fraught with perils. No employer is willing to undertake to bring in unemployed persons and mix them in training with those who are employed.

—Any training that adds to cost of product cannot be considered under present keenly competitive conditions.

—Training in industry may be somewhat rough, but it is valuable enough. Training in industry has been going on for many years, and all companies who provide jobs also provide training of some sort.

In answer to a point raised by a member of the Council, Mr. Shepherd said that a good deal of plant training may be less specialized than is generally imagined. If a method could be found of analysing the skill and knowledge required in a job, and of classifying the general qualifications held by people in various occupations, it might facilitate the transfer of employees from one kind of work to another.

The meeting agreed with the recommendation of a subcommittee that a team, consisting of two qualified persons, be appointed to study, on a regional basis, the needs for vocational training in agriculture. This team will bring forth recommendations about what action should be taken in this field and will present its findings to the next meeting of the Council.

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Ten major labour market areas in the United States moved to classifications denoting lower unemployment between April and May, the Bureau of Employment Security, U.S. Department of Labor, announced last month. The number of major areas in the substantial unemployment category dropped to 96 from the all-time high of 101 reached in March and April; the Bureau lists 150 areas as "major".



# Laval University's 16th Annual Industrial Relations Conference

Conference speakers discuss labour courts, their nature and objectives, their jurisdiction and composition, rules of procedure that should guide them, their place in the judicial organization, and other countries' experience with them

(Translation)

Laval University's 16th annual Industrial Relations Convention, held in Quebec on April 10 and 11, gave considerable attention to the question of labour courts.

Approximately 400 representatives of labour and employers' organizations, as well as of university and civil service organizations, took part in the two-day convention, which was presided over by Emile Gosselin, Secretary of the Faculty of Social Sciences at Laval.

When introducing the convention theme, Rev. Gérard Dion, Director of the Department of Industrial Relations, Laval University, stressed the complexity of this controversial problem, which he said was especially vital at the moment.

The five speakers examined in turn the nature and objectives of labour courts, other countries' experience with them, the jurisdiction of such courts, their composition, the rules of procedure that should guide them, and what their place should be in the country's judicial organization.

Each meeting was followed by a discussion period during which the delegates could exchange views with the speaker.

## Msgr. Louis Albert Vachon

The convention was officially opened by the Rector of Laval University, Msgr. Louis Albert Vachon.

After stressing the fact that the University should not become involved in conflicts between capital and labour, he specified that the University, in order to fulfil its mission, must enlighten and guide both groups with a view to improving labour-management relations and bringing them closer to the Christian ideal.

## Rev. Gérard Dion

Rev. Gérard Dion, Director of the Department of Industrial Relations of Laval University, who introduced the subject to be discussed at the convention, stressed that it was not by any means a new idea: as early as 1935, the Canadian and Catholic Confederation of Labour had requested the creation of labour courts.

In 1937 and also in 1941, he recalled, boards of inquiry and memorandums had recommended the establishment of such courts.

He quoted the following passage from a memorandum prepared by Marie Louis Beaulieu at the request of the Quebec Minister of Labour:

"It can hardly be expected of ordinary judges to possess the technical and specialized knowledge which is often required in the application of labour law. It must be said that the creation of a labour judicature would be of great advantage in an industrialized country such as ours, and that sometimes it actually becomes necessary."

Abbé Dion added that Albert Leblanc, speaking at the Province of Quebec Law Convention in 1943, stated that "if one takes into consideration the nature of the requests made by workers, and existing labour conditions, one cannot help but suspect that the time for setting up labour courts has arrived."

In addition, he pointed out, the present Government of the province of Quebec had shown its understanding of this need by making the creation of the labour courts one of the features of its program.

The Director concluded: "For once we, the members of the Department of Industrial Relations of Laval University, cannot be accused of being innovators or of having *avant-garde ideas*." Then he added that the role of the Department "is not to provide ready-made solutions or to dictate policy, but rather to bring these problems to peoples' attention, to stimulate thought, and to establish hypotheses. The decision should then be left to those who are concerned with the particular problem."

## Nature and Objectives of Labour Courts

Emile Gosselin, Secretary of the Faculty of Social Sciences, set forth at the first meeting the main grounds of complaint presently made in connection with the settlement of labour disputes.

First he noted that the great mass of legislation and regulations, as well as the profusion of administrative bodies, leads to a great deal of confusion and even

uneasiness among those who wish to assert their rights in the labour sector.

Mr. Gosselin stated that the first complaint that can be levelled against ordinary courts constitutes a historical judgment. He meant by this that these courts appeared at a time when it was believed that the public interest would best be served by allowing individuals to appear themselves before the courts.

Mr. Gosselin then elaborated on the nature of the grievances against the courts, and explained:

It is still necessary to have recourse too often to civil courts for the purpose of giving effective sanctions to labour laws or to agreements reached under these laws. This results in considerable delays due to the excessive amount of work that the civil courts are called upon to do, and to the complicated procedures and methods, which are often dilatory. In addition to the fact that these civil cases are sometimes prohibitive, the injured party often realizes that the remedy decided upon by the civil court is illusory.

He added that protests are also being made against administrative agencies that have quasi-judicial powers, partly because decisions cannot be appealed—he thought that this runs counter to the principle of equitable protection of the rights of the individual—and partly because the absence of well-defined and stable procedures makes it difficult to exercise rights and sanction obligations in accordance with the labour laws.

The speaker also stressed that protests are being made in numerous quarters about the fact that people are having recourse to civil courts too often, in order to prevent the administrative agencies from playing their parts.

"If the administrative agencies were to be dispossessed of their judicial functions," he said, "they would then be able to fill their proper regulatory and administrative role."

In conclusion, Mr. Gosselin reminded the audience that in the field of labour law, the administrative courts cannot be called upon to settle conflicting interests.

### Experience of Other Countries

"Civil court procedure is too expensive, too slow, and badly adapted to labour conditions," suggested Mr. Mankiewicz, of the International Civil Aviation Organization, before reviewing the experience that other countries have had with labour courts.

He added that a type of procedure must be introduced that would ensure prompt judgment of cases concerning, among other things, dismissal and wages due. In addition, this procedure should be so simple and so stripped of formalism that the

worker will be able to do without a lawyer.

It was for these reasons, Mr. Mankiewicz continued, that after the First World War several countries created special labour courts presided over by judges having an extensive knowledge of labour law, and with previous experience in settling disputes among workers. These labour courts also included assessor judges who were elected or appointed by employer and worker organizations.

The speaker stressed that the procedure followed by these courts is extremely simple and informal. Normally, the first stage is one of conciliation, in the course of which the presiding judge tries to bring about an amicable settlement.

"Certain countries have created only trial labour courts and have left jurisdiction over appeals in the hands of common law courts. Other countries have also established labour courts which rule on appeals."

In some cases, these labour courts were given jurisdiction only over collective labour disputes which concern employer and labour organizations, and in which it is a question of interpretation of a collective agreement, or the legality of a strike or lockout, etc. In general, this is the system that has been adopted by the Scandinavian countries. The laws of other countries have gone further by submitting to the labour courts all disputes in connection with a labour report or arising out of work, whether they be individual or collective.

The speaker stated that the experience which other countries have had with labour courts is "conclusive."

Their procedure is rapid and expeditious. A considerable number of cases are settled amicably. It has also been observed that the assessors who represent the workers and employers become accustomed very quickly to making legal decisions, and do not allow themselves to be influenced by their partisan prejudices.

"Labour courts," he said in conclusion, "have contributed to the development of private law by giving to it, and to labour legislation, an interpretation that answers the needs and peculiarities of the labour world."

### Jurisdiction of Labour Courts

Gérard Picard, the author of two draft labour codes, one provincial and the other federal (L.G., April, p. 337), examined the place of labour courts in the judicial hierarchy.

The procedure that must be followed to set the judicial machinery of the civil courts in motion, he said, is too slow, too formal and also too costly when it concerns labour and social security problems.

To remedy this situation, Mr. Picard suggested the addition of a labour court to our judicial system.

"In my opinion," he said, "there should be a labour court and a labour record office in each judicial district of the province of Quebec. Each labour court should consist of a judge (impartial and competent), an assessor to represent the union, and an assessor to represent the employer. The latter two would have the right only to counsel; the judge alone would make the decision.

"In addition to general jurisdiction, that is to say civil jurisdiction (claims) and criminal jurisdiction (infractions), a labour court should have appeal jurisdiction, which would make it possible to lodge appeals on account of too little or too much jurisdiction on the part of an arbitrator or an arbitration board (not a conciliation board), and in the case of a denial of justice by an arbitrator or an arbitration board."

On the other hand, Mr. Picard thought that labour courts should remain under the supervision and control of the Supreme Court, which he described as "the heart of the judicial system of the province of Quebec."

### Composition and Rules of Procedure

The fourth speaker, André Desgagné, a professor in the Faculty of Law at Laval University, considered the principles on which proceedings in the labour courts should be based.

Mr. Desgagné stressed the fact that the composition of labour courts, like that of all courts, presents first of all the problem of deciding whether to choose regular judges or persons who do not ordinarily fulfil these functions. At any rate, there will be the problem of deciding what the conditions of eligibility for the office of judge should be. He added that there will also be the questions of whether to have one judge or a group of judges.

After mentioning that there are two main methods of procedure, the liberal type and the inquiry type, the former characterized by the preponderance of the judge and the latter by that of the parties, the speaker went on to explain in a concrete way how this choice presents itself.

In the initial phase of the procedure, that of instituting the action, Mr. Desgagné explained that the option is as follows: the initiative for setting the wheels of the labour courts in motion can be left to the parties involved, can be assigned to a government agency, or else be shared by both.

In the intermediate phase, that of the preliminary investigation, the choice is whether or not the evidence is to be left to the discretion of the parties.

In the final stage, the verdict, there are two important choices to be made: must the verdicts be motivated or not; are they subject to appeal or not?

"A good procedure," concluded the speaker, "consists of a combination of the liberal and inquiry types."

### Place in Judicial Organization

Marc Lapointe, a professor in the Faculty of Law at McGill University and a well-known union lawyer, believes it is too soon yet to attempt a definite experiment with an autonomous and complete judicial mechanism in the field of labour relations.

Mr. Lapointe was the first speaker to put a damper on the suggestion, by maintaining that at this stage our economic, social and political framework does not lend itself to the establishment of such a judicial structure.

He specified that as long as the parties insist on keeping absolute freedom based on economic force, as long as possible work stoppage remains the sanction, and until the rule of law replaces force, any attempt of this kind to revolutionize the judicial system will of necessity be premature.

The only practical course of action with respect to the problem of constitutional law and also to the development of substantive labour law, he said, is to continue using the many administrative and semi-judicial agencies that are already in existence, while at the same time adopting a frankly constructive attitude and vigorously establishing their respective spheres of jurisdiction before the highest courts in the country.

Mr. Lapointe noted that although big business and powerful unions are uneasy about the tendency of the Government to intervene more and more, in order to substitute the rule of law for economic force, the weaker, less aggressive unions and small businesses are adopting an increasingly favourable attitude toward solutions that disregard the use of economic force.

The speaker reminded the audience that the first obstacle in the way of establishing labour courts is to be found in the Canadian constitution, for federal authorities alone can appoint the judge who will exercise judicial powers.

"If the provincial government passes a law providing for the appointment, by the Lieutenant Governor in Council, of a



judge to exercise the functions laid down in section 96, or similar ones, this law will be *ultra vires*."

He added that a province cannot attribute to a lower court powers that already belong to a higher court.

Mr. Lapointe suggested two methods of solving the problem: (1) The province may decide at any time to establish courts and grant them all the jurisdiction it wishes, and then ask the federal Government to appoint judges to them; or (2) obtain an amendment to the constitution.

Mr. Lapointe concluded that prudence and a pragmatic approach are necessary for the establishment of a circuit of labour courts, not only on account of judicial and constitutional contingencies, but also because we have not yet discovered all the substantive elements of labour law.

"It would perhaps be dangerous," he said, "to set up a system of courts before having explored all the frontiers of this field of law, with which such a system would be exclusively concerned."

### Discussion Period

The last afternoon was devoted to a discussion led by Gaston Cholette, a conciliation officer for the provincial Department of Labour, and Secretary of the Superior Labour Council.

Participating in the discussion were: Jean Paul Geoffroy, technical adviser to the Confederation of National Trade Unions; Ivan Legault, Secretary of the Quebec Federation of Labour; Marie Louis Beaulieu, Professor in the Faculties of Law and Social Sciences at Laval University; Jean Marie Bureau, Q.C.; Jean Girouard, legal adviser to the *Association professionnelle des industriels*; and Benoît Yaccarini, industrial relations adviser and Professor in the Faculty of Commerce at Laval.

### Jean Réal Cardin

The Director of Industrial Relations at the University of Montreal, Jean Réal Cardin, discussed the innate spirit of labour law at the dinner meeting that brought the convention to a close.

He declared that in the sphere of collective relations traditional legal concepts and recourse to common law must be completely abandoned because it is precisely here that its techniques correspond the least to reality.

"Labour law," he said, "is becoming an indispensable tool in the hands of the public authorities with respect to planned economy and social reform."

According to the speaker, this may be what distinguishes labour law most from other legal systems, he added.

Mr. Cardin stressed the fact that labour law "shatters the traditional distinction made between private and public law" and has its place between these two categories in that it borrows from both simultaneously and also has characteristics that bear no relation to either.

The speaker explained that since labour law is still in its infancy, its sphere of influence has not yet been clearly defined, but that, owing to circumstances, it has a tendency to spread in an almost irreversible manner.

After having shown that labour law in a way means a return to the elaboration of legal forms which were especially ordered for the solution of labour problems, Mr. Cardin issued a warning: "This law must develop its own principles: the right to work, free association, and union freedom for the group and the individual; but it must not allow itself to reject the principles of common law which are capable of nourishing it and assisting it in the edification of its own theories."

The speaker was introduced by the Dean of the Faculty of Social Sciences at Laval University, Jean Marie Martin, and thanked by Abbé Dion.

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## Industrial Relations Seventy Years after *Rerum Novarum*

"Industrial Relations Seventy Years after *Rerum Novarum*" is the theme of the ninth Annual Social Life Conference, to be held in Halifax, N.S., from October 13 to 15.

The Catholic Social Life Conference, organized in 1953, brings together Catholic clergy and laymen for discussions of specific social problems in the light of the Church's teachings.

Pope Leo XII's encyclical, *Rerum Novarum*, regulating the relations between labour and management, will be analysed this year in relation to the need of today's workers and employers for a better understanding of their mutual rights and obligations.

# Labour Legislation of the Past Decade—VII

Seventh of series of articles reviewing developments in labour legislation in Canada since 1950 covers laws on apprenticeship and tradesmen's qualifications

## Part 6—Apprenticeship and Tradesmen's Qualification

Because of a widely-held belief that insufficient numbers of young people were being trained to meet future requirements for skilled tradesmen, the decade between 1950 and 1960 was marked by efforts to stimulate a nation-wide interest in apprenticeship training and by new legislative provisions to permit greater flexibility in the operation of provincial Apprenticeship Acts and regulations.

The certification of tradesmen already established in their trade received increas-

ing emphasis during the period. Provision was made for various classes of tradesmen who had mastered their trades without the advantages of a formal apprenticeship to obtain certificates as journeymen on the basis of their work experience by passing a prescribed examination. In some provinces it is compulsory for certain classes of tradesmen to hold certificates of qualification in order to work at their trade. During the decade compulsory certification was extended to additional trades.

### Apprenticeship

The first national conference on apprenticeship, held in May 1952, resulted in the setting up of a national body for the promotion of apprenticeship, the Apprenticeship Training Advisory Committee.

Besides encouraging and promoting apprenticeship training, the Apprenticeship Training Advisory Committee has studied and considered ways and means of attaining uniform apprenticeship standards for the country as a whole. One of the projects that it endorsed was the preparation of a series of trade analyses, with a view to the development of a nationally recognized core of skills for each trade. These analyses, prepared through co-operative arrangements among the federal and provincial Departments of Labour, are used as a basis for training in the provinces.

For two trades, motor vehicle repair and electrical construction, interprovincial standards for the examination of graduating apprentices had been established by the end of 1960.\* Apprentices who passed the common (interprovincial) examination given in eight provinces received the usual provincial certificate, to which was affixed an Inter-Provincial Standards Seal, attesting to a standard of competence that will be recognized by other provinces.

During the ten-year period Newfoundland enacted its first Apprenticeship Act (1951) and set up an organized apprenticeship training system. Three other provinces—Saskatchewan in 1950, British Columbia in 1955 and Nova Scotia in 1952 and 1958—replaced existing laws, inaugurating a revised and expanded program of appren-

ticeship training, and instituting a combined system of apprenticeship training and tradesmen's qualification.

The apprenticeship system in effect in eight provinces of Canada has been described in the following terms: "Apprenticeship is an organized procedure of on-the-job and school instruction and training extending over at least 4,000 hours, designed to impart the skills, experience and related knowledge of a designated skilled trade to learners who are at least 16 years of age and who are under agreement with an employer or responsible body representing the trade." This definition was adopted by the national conference on apprenticeship in 1952.

The Prince Edward Island Act passed in 1944 along the lines of other provincial Acts was not operative in the period under review.

The system of apprenticeship training that had been established in Quebec prior to 1950 was not substantially changed during the decade. In that province apprenticeship training is carried on under the Collective Agreement Act and the Apprenticeship Assistance Act. Legislation similar to the present Collective Agreement Act has been in force in Quebec since 1934, permitting certain terms of a collective agreement, on the application of the parties, to be extended by government decree to the industry as a whole or a defined part of it. Since 1937, terms relating to apprenticeship and the proportion of apprentices to skilled workers in a given undertaking have been among the provisions that may be extended. The parity committee established by the parties to supervise and ensure

\*The trade of plumbing was added in 1961, and examinations in carpentry and sheet metal are now on a trial basis for official use in 1962.



the carrying out of a decree has, among its other duties, the supervision of the terms relating to apprenticeship. If certificates of competency of the employees subject to the decree are obligatory, it has the duty of conducting examinations for apprentices and skilled workmen.

Under the Apprenticeship Assistance Act, which dates back to 1945, municipalities may be recognized as apprenticeship centres and in such centres an apprenticeship commission may be incorporated to assist in the training of apprentices by giving courses or by arranging for courses to be given in vocational schools. Twenty-one municipalities have been recognized as apprenticeship centres and sixteen commissions have been incorporated. In 1960, apprenticeship commissions were training apprentices in one or more centres in the automobile trades, the barber-hairdresser trade, the building trades, shoe making and the printing trades. Apprentices are given basic training in the trade for periods up to 12 months before taking employment. The system does not involve the indenturing of the apprentice. Unlike the other provinces, Quebec does not receive financial assistance from the federal Government for apprenticeship training.

If an apprentice takes employment with an employer governed by a decree, the regulation of the conditions of apprenticeship may be very similar to the regulations set out in the rules for the trade under apprenticeship Acts in other provinces. In the decree governing the construction industry in Montreal, for example, the duties of the apprentice and the employer are set out and it is specified that the apprentice is to be registered at the Building Trades Apprenticeship Centre and is to submit annually at the Centre to a progress examination. Age limits for beginning apprenticeship are established (usually not under 16 or over 23 years of age, but the limits are varied for some trades); the ratio of apprentices to qualified tradesmen is established for each trade. The period of apprenticeship is also specified—four years for most trades; shorter periods for some. Wage rates for apprentices are also fixed at a percentage of the minimum rates payable to qualified tradesmen.

In the period under review the eight provinces with substantially similar programs made various modifications in their Acts and regulations with a view to making apprenticeship training available to greater numbers of young people and to making the system work more efficiently. Some of these changes are noted below.

In an effort to create interest in apprenticeship throughout the province of Manitoba—most registered apprentices previously were drawn from the Greater Winnipeg area—the Manitoba Act was amended in 1952, enabling the Lieutenant-Governor in Council to establish selected areas of the province as apprenticeship zones and to appoint a local apprenticeship committee for each zone.

In the revision of the Nova Scotia Act in 1952, and by a similar amendment to the Newfoundland Act in 1954, provision was made for the Act to be applied in a limited area of the province where apprenticeship could operate satisfactorily, if it was not thought practical to designate a trade for the whole province.

In the Nova Scotia Act, authority was given to the Minister of Labour to specify the part or parts of the province in which the Act would apply to a designated trade. By Order of the Minister, the Act has been declared to apply to the carpentry trade in five counties, to the trades of plumber and steamfitter in the County of Halifax, and to the motor vehicle repair trade in Halifax and Dartmouth. Under the former Act, trades were always designated for the whole province.

In Newfoundland, an order limiting the application of the Act or regulations to any specified area is made by the Lieutenant-Governor in Council on the recommendation of the Provincial Apprenticeship Board and with the approval of the Minister of Labour. Regulations in 1959 providing for the compulsory certification of workmen in the motor vehicle repair trade in Newfoundland were limited in their application to the Avalon Peninsula.

A 1952 provision in Nova Scotia making for a wider application of the Act authorized the Minister to approve a plant system of apprenticeship training in a trade or branch of a trade and to make the Act applicable to it.

Several provinces provided for a change in the traditional method of indenture between an apprentice and an employer, enabling a trade union, employers' organization or an apprenticeship committee to be substituted for the employer as the employing agency. In Saskatchewan, provision was made in 1954 for persons working in a trade to be indentured to the Director of Apprenticeship.

The Nova Scotia Act in 1952 authorized the Minister to allow an association or organization, whether or not incorporated and whether or not engaged in carrying on a trade, to enter into an apprenticeship agreement. Previously, only incorporated



organizations authorized by the Minister could do so, hence a trade union was precluded from entering into an apprenticeship contract. This amendment has permitted apprentices to be indentured to a local apprenticeship committee. The committee follows the apprentice through his period of training, regardless of the number of employers he may have during that time.

A 1955 amendment to the Newfoundland Act broadened the definition of "employer" to the same effect, including in the term a provincial, municipal or other public authority and any incorporated or unincorporated organization authorized by the Minister to enter into an apprenticeship contract.

The Saskatchewan amendment permitting persons working in a trade to be indentured to the Director, if the trade advisory board concerned approved, was designed to make it possible for tradesmen in small establishments, mainly in rural areas, to take advantage of training opportunities. Between 1956 and 1958 regulations governing eight trades provided that one person in any establishment who was not a journeyman and was regularly engaged in the trade might enter into an apprenticeship contract with the Director.

During the period most provinces added to the number of "designated" trades, i.e., those in which, subject to certain exceptions, apprenticeship is compulsory if a person eligible to be an apprentice wishes to be employed in the trade. Trades are not "designated" in New Brunswick but are declared appropriate for contracts of apprenticeship.

In Alberta, the new trades designated were refrigerator mechanic, welding, machinist, millwright, cook, lathing and heavy duty mechanic. The trade of gas-fitter, previously included with the trades of plumber and steamfitter, was designated as a separate trade.

Alberta is the only province that has designated the trade of cook. Manitoba includes it, however, in the schedule of trades that may be named as designated trades.

In British Columbia, the refrigeration trade and the trade of heavy duty mechanic were also designated, as well as bricklaying, steel fabrication including welding, barbering and watch repairing. The machinist trade was designated in both Manitoba and Nova Scotia. In Saskatchewan, pipefitting, including gasfitting, was designated. In New Brunswick, the trades of pipefitter, stationary engineer, switchboard operator and lineman and electric welding were

declared appropriate for contracts of apprenticeship.

A new feature of the British Columbia Act passed in 1955 was that it provided for training in trades other than designated trades. The amendment recognized the fact that, although it might not be advisable to designate a trade because opportunities for training were not generally available, it might be desirable to permit a contract to be entered into in an individual case at the discretion of the Director and on the written application of the employer and prospective apprentice.

The promotion of training in trades not designated under the Act is also a part of the apprenticeship program of the Ontario Department of Labour. The Department has given considerable assistance to individual plants and industries in establishing an apprenticeship training system.

In most provinces a minimum age of 16 years is set for entering an apprenticeship contract but in British Columbia apprenticeship is open to persons over the age of 15.

In Ontario, a maximum age of 21 years is generally enforced. Most of the other provinces do not strictly apply age restrictions, and some have taken steps to eliminate or raise the maximum age limit for apprenticeship.

British Columbia was the first province to remove the upper age limit of 21 years. The British Columbia Act, amended in 1951, made apprenticeship training available to adults over 21 as well as to persons between 15 and 21.

Alberta has followed the same course in its trade regulations in recent years, removing the upper age limit of 21 for a number of trades, and setting no maximum age in the regulations issued for newly-designated trades. An upper age limit remains in four trades only. An apprentice bricklayer "preferably" should not be over the age of 24, an apprentice gasfitter or an apprentice plumber and steamfitter preferably not over 25. In the plastering trade, a worker up to the age of 24 may enroll as an apprentice, but preference is given to persons not over 21. Provision is made for exceptions from these age limits, however, at the discretion of the Provincial Apprenticeship Board, on the recommendation of the local advisory committee.

In Manitoba, by an amendment to the Act in 1960, the authority given to a trade advisory committee to make rules with respect to the upper age limit for apprentices in the trade concerned was withdrawn. Instead, the trade advisory committees were authorized to make rules

regarding the minimum educational qualifications of apprentices.

In most provinces the educational qualification required for apprenticeship is a Grade 8 education. In Alberta of late years a Grade 9 standing has been required and, with some exceptions, this is the usual standard required in that province.

In Manitoba, by a 1952 amendment, the Provincial Apprenticeship Board was authorized, on the recommendation of the trade advisory committee, to prescribe a special combined course of education and apprenticeship training for any person between 16 and 21 who is otherwise qualified to enter an apprenticeship contract but who lacks the necessary educational qualifications.

Rates of pay of apprentices, which are expressed as a rising scale of percentages of the prevailing journeyman's rate, were raised for some or all trades in most provinces. In British Columbia in 1958, after a public hearing, rates of pay of apprentices were increased 10 per cent, and now range from 35 per cent of the journeyman's wage in the first year to 85 per cent in the final year of apprenticeship, the increases varying with the term of apprenticeship. In some trades in some provinces apprentices' wages now increase at half-yearly rather than yearly intervals. In Alberta, increases in wage rates in most designated trades take effect after the successful completion of each yearly period of technical training. An amendment to the general regulations in Saskatchewan in 1956 laid down the requirement that apprentices in most of the designated trades must be paid at least the current minimum wage under the Minimum Wage Act during the first 1,000 hours (six months) of their apprenticeship or 40 per cent of journeymen's wages.

A 1953 amendment to the general regulations in Manitoba reduced from 2,000 to 1,800 the number of hours of employment and class instruction that an apprentice

must complete each year. Ontario regulations covering a number of building trades stipulate that an apprentice must complete at least 1,280 hours of on-the-job training each year in addition to class instruction.

The term of apprenticeship set for each trade varies from two years—the minimum period set in several Acts—to five years. In Alberta, a shorter term (3 years instead of 4) was set for the welding trade in 1955 and for the trade of gasfitter in 1959. In 1959 the term for the trade of radio technician was lengthened from 3 to 4 years.

Changes were made in Alberta and Saskatchewan with regard to the permitted ratio of apprentices to journeymen.

In Alberta, a higher ratio of apprentices to journeymen was prescribed in the regulations for a number of designated trades. The most common ratio is now one apprentice for every two journeymen. In five trades (electrician, radio technician, refrigeration mechanic, welder and millwright) the ratio is 1:1.

In Saskatchewan in 1951, the ratio of apprentices to journeymen was made more uniform for the various trades. A ratio of 1:3 is now fixed for most designated trades.

In a 1954 amendment to the Saskatchewan Act, the Lieutenant-Governor in Council was empowered to set a province-wide ratio for a designated trade, in addition to the usual ratio for the establishment of each employer.

In 1956 a provincial quota was imposed for six designated trades. The regulations provided that the total number of registered apprentices in the electrical, carpentry, plumbing, motor vehicle mechanics repair and motor vehicle body repair trades was not to exceed one-third, and in the sheet metal trade one-half, of the total number of journeymen in the trade in the province. A quota was also set for the radio and TV electronics trade in 1957. In this trade the total number of apprentices may not exceed the total number of journeymen in the province.

## Tradesmen's Qualification

Provision is made for the certification of tradesmen other than apprentices in certain designated trades in most provinces. With some exceptions, dealt with below under "Compulsory Certification," certification is voluntary, that is, a tradesman who wishes to become qualified as a journeyman may make application to the Department of Labour and, if on examination he is found competent and can prove that he has had the length of practical experience required, may be granted a certificate of qualification. The length of practical experience usually

required for journeyman status is a period at least as long as the prescribed term of apprenticeship for the trade.

Stress is laid on the qualification of tradesmen because of the advantages to the public in improved standards of workmanship and to the tradesman himself in protecting him against unfair competition.

## Voluntary Certification

In seven provinces the certification of tradesmen on a voluntary basis is provided for in apprenticeship legislation. New



Brunswick has a separate Act, the Trades Examination Act, providing for the certification of tradesmen who wish to qualify for journeyman status.

In Alberta, certificates of qualification are usually issued without examination, if application is made within a specified time (mostly 180 days) after the date of publication of the regulations. After the expiration of the prescribed period, a candidate is required to qualify by examination. As in several other provinces, an applicant who fails to qualify for a certificate on the written examination may be given an appropriate standing and complete his training as an apprentice.

Between 1953 and 1960 provision was made in Alberta for the issuance of certificates of qualification to journeymen in nine designated trades—carpentry, painting and decorating, sheet metal, machinist, bricklayer, millwright, cooking, lathing and plastering. In cooking and lathing, certification is granted on the basis of three years' experience; in the other trades, four years' qualifying experience is required.

In Nova Scotia, the conditions to be fulfilled in order to obtain a certificate of qualification in the motor vehicle repair trade were set out in regulations in 1953, applying only in Halifax and Dartmouth. An applicant is required to be a Nova Scotia resident, to have worked as a mechanic in the trade for at least four years, and to be recommended by two persons qualified to vouch for his skill. Certificates have also been issued for some years in several other trades.

In Ontario, provision for the certification, by examination, of journeymen in a designated trade if they have had the same length of experience in the trade as the prescribed period of apprenticeship was made in revised general regulations in 1954.

In British Columbia, regulations were made in 1956 providing for the examination of competent workmen in the refrigeration trade and in the radio, television and electronics trades. To obtain a certificate of proficiency, a tradesman is required to qualify on examination and to submit proof that he has either served an apprenticeship or had at least 8,000 hours (4 years) experience in the trade.

In Saskatchewan, the same requirement—at least 8,000 hours experience—was laid down in 1957 for obtaining journeyman status in the radio and TV electronics trade.

In Manitoba, regulations providing for the certification of automobile mechanics and painters and decorators were amended during the period.

In New Brunswick, the Trades Examination Act enacted in 1949 providing for certification on a voluntary basis was amended in 1955 to add plumbing and pipefitting, and in 1958 to add the motor vehicle repair trade (mechanical), to the trades already covered by the Act: electrical and electric and gas welding. With the addition of the powderman's trade (blasting) and the deletion of welding in 1960, the Act now specifies five trades in which Boards of Examiners examine candidates for journeyman status.

A Trades Examination Branch was recently set up in the New Brunswick Department of Labour to administer trade certification and allied training.

### Compulsory Certification

In Alberta, Saskatchewan, Newfoundland, Ontario and Quebec, certain classes of tradesmen are required to hold certificates of competency in order to work at their trade. In Nova Scotia, the Apprenticeship and Tradesmen's Qualifications Act, 1958, authorizes the adoption of a system of compulsory certification with respect to a designated trade, as did the earlier Tradesmen's Qualification Act, but to date this authority has not been exercised.

Alberta has a special statute, the Tradesmen's Qualification Act, enacted in 1936, providing for compulsory certification in designated trades and prohibiting employment without the required certificate. In Newfoundland, Ontario and Saskatchewan, compulsory certification of workmen in a designated trade is provided for in apprenticeship legislation. In Quebec, certificates of competency must be held by journeymen in some of the trades covered by decrees under the Collective Agreement Act.

In 1951 regulations were made in Saskatchewan requiring all persons engaged in barbering, beauty culture, motor vehicle mechanics repair, carpentry and plumbing in the cities and the towns of Estevan and Melville and a five-mile radius to hold a certificate of status as apprentice or journeyman. This requirement was extended to apply throughout the province with respect to barbering, beauty culture and motor vehicle mechanics repair in 1955, and with respect to carpentry in 1960 (effective from March 1, 1961); the provision restricting the compulsory certification of tradesmen to the cities and two largest towns was deleted. In 1958 compulsory certification was extended to two additional trades, motor vehicle body repair and sheet metal work. In these trades and in plumbing, the holding of a certificate is required only in the cities and in the town of Melville.



In 1960 Newfoundland made it compulsory, subject to three exceptions, for tradesmen in the auto body and motor vehicle repair trade in the Avalon Peninsula to hold a valid certificate of qualification in the trade, and Ontario laid down the same requirement for the hairdressing trade. All persons in the hairdressing trade except registered apprentices or persons employed during a probationary period are required to hold a certificate. The only other trade in Ontario in which a current certificate of qualification is required is the motor vehicle repair trade, where the certificate has been compulsory since 1944. Employment in the trade is prohibited if this requirement is not complied with.

In 1954 the trade of radio technician (amended in 1956 to include TV) was designated under the Alberta Tradesmen's Qualification Act, making 11 trades in which a certificate of proficiency is required. Trades previously designated were auto body mechanic, electrician, internal combustion engine mechanic, motor vehicle mechanic, plumber, steamfitter, gasfitter, refrigerator mechanic, barbering and beauty culture.

In 1954 revised regulations covering nine trades were issued, setting out conditions for obtaining certificates of proficiency. With one exception, the qualifying experience required was one year more than had previously been required.

In all trades except barbering and beauty culture, a candidate for a certificate must have had four years qualifying experience. Three years experience was first required

for the trade of radio technician but this requirement was changed to the general standard of four years in 1959. In barbering and beauty culture, one year's practical experience, rather than two years, as previously, is now set as the qualifying period. In all except these two trades, a candidate who fails to qualify on examination may register as an apprentice (since these trades are also designated under the Apprenticeship Act) and complete his training.

By a 1958 amendment to the regulations under the Alberta Electrical Protection Act, it was provided that the certificates of proficiency required in the electrical trade should henceforth be issued under the Electrical Protection Act instead of the Tradesmen's Qualification Act, and that after April 1, 1960, no person should be allowed to work as an electrician unless he held a certificate under the former Act. This requirement is somewhat similar to the practice in Quebec, Manitoba, Saskatchewan and British Columbia, where persons making electrical installations are required, under legislation in effect since before 1950 and dealing also with standards for the installations and equipment, to establish their competence before obtaining a licence. Similarly, new regulations in Alberta, effective from April 1, 1961, provided for the replacement of certificates of gasfitters issued under the Tradesmen's Qualification Act by certificates issued under the Gas Protection Act. (Licensing of gasfitters in other provinces under gas protection legislation has been dealt with under Part VI of this series at p. 462).

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The average profit on the sales dollar in Canada's manufacturing industry dropped during 1960 to 4.4 cents, the lowest in the 13 years that the Canadian Manufacturers' Association has studied them, the chairman of the Association's public relations committee, J. Stuart Richardson, reported last month. This figure is 0.7 of a cent less than the 1959 profit figure and 1.1 cents lower than the average of annual profits between 1948 and 1960, he said.

The survey on which this figure was based covered 1,006 companies across Canada with aggregate net sales of \$9,746,107,000 and a total employment of 469,390 during the 12 months covered by the survey. Of the 1,006 companies, 201 reported a loss, Mr. Richardson said.

The profit earned, expressed as a percentage of total net worth, which amounted to \$6,279,333,000, averaged 7.3 per cent; and of the profit of 4.4 cents on each sales dollar, 2.5 cents went to the shareholders and 1.9 cents was retained in the business.

Federal and provincial taxes on corporation income in 1960 amounted to 3.9 cents per dollar of sales.

"Sales profit figures have varied only slightly in the 13 years we have been questioning our members," Mr. Richardson said. "Our first survey, covering 1948, showed a profit of 6.2 cents. The highest figure was 1950, when it averaged 7.1 cents, and the lowest was this year, when it dropped to 4.4 cents. The average over the 13 years is a modest 5.5 cents."

These figures were obtained by a survey of CMA member companies in which they were asked to give their income from all sources during their last fiscal year.

## Employment of Older Workers in Australia

Because of postwar period of almost full employment in Australia, problems of older workers have been minor; yet older workers have greater difficulty than younger workers in obtaining employment and tend to remain unemployed longer

Because of the almost uninterrupted full employment in Australia since the end of the Second World War, a period during which there was often a shortage of workers rather than a shortage of jobs, the employment problems of older workers have been minor. In fact, labour shortages have at times been so acute that attention has been focussed on the desirability and necessity of retaining in employment workers who have reached or passed the usual retiring age, the Australian Department of Labour and National Service reports.

But monthly analyses of recipients of unemployment benefit have indicated that, although unemployment among older workers has been low, older workers have greater difficulty in obtaining employment than younger ones, even in times of great prosperity. And, the statistics reveal, persons over 45 years of age tend to remain unemployed for longer periods than younger workers.

In the 1950-60 decade, the number of persons receiving unemployment benefit (average of monthly figures) has ranged from a low of 763 in 1950-51 to a high of 29,984 in 1952-53. In the three most recent years it has fluctuated between 20,706 and 27,311. Unemployment benefit is paid to men under 65 years and women under 60 who can't find work, for as long as they remain unemployed; persons above those ages receive the old age pension.

In no year during the decade did the number receiving unemployment benefit exceed 1 per cent of the population.

Although the proportion of the population receiving unemployment benefits has been small, over the last two years the percentage of males over 45 years of age has ranged from 43.1 to 59.0 per cent of total beneficiaries; the proportion of persons aged over 45 years in the labour force was only about 33 per cent.

(In December 1960, when males over 45 made up 43.1 per cent of all unemployment benefit recipients, women over 45 made up only 18.1 per cent, a figure less than the proportion of women over 45 in the work force at the time of the 1954 census, 23.4 per cent.)

The Australian Department of Labour and National Service found, too, that persons over 45 tend to remain unemployed

for longer periods than younger workers. In December 1960, when 21.5 per cent of all male recipients of unemployment benefit had been unemployed for three months or longer, 26.8 per cent in the age group 45 to 54 and 39.5 per cent of the over 55 age group had been without work that long.

A compulsory retirement age is imposed in many employment fields in Australia, particularly in federal, state and local public service, and in banking and insurance. But, it is estimated, only about 25 per cent of all wage and salary earners are affected by compulsory retirement provisions. The effect of such restrictions is to limit the fields open to workers beyond retiring age. They also contribute to the opposition to the employment of older workers by some employers not bound by rigid retirement rules.

A Committee of Enquiry into the Retiring Age investigated, among other things, "the social, economic and financial problems involved in providing for older people, factors affecting the engagement or continued employment of older people who are able to work and their willingness to take up or remain in employment, and methods of encouraging or inducing employers to employ or retain in employment older people."

The Committee concluded, among other things, that:

Half of the males between 65 and 69 years of age are still at work. Only one quarter of wage and salary earners is subject to compulsory retirement. Thoroughly successful policies of extending retirement are not likely to add more than 20,000, less than  $\frac{1}{4}$  per cent of the labour force, to the number at work.

The Ministry of Labour Advisory Council has concluded that older workers would be one category that would have difficulty in obtaining employment should the prevalent demand for labour cease.

The Council declared:

The guiding rule for employers in considering the engagement of employees should be capacity to do the job and not age...the whole community should realize that a great range of jobs could be filled as effectively by the older aged, and that while capacity to perform some jobs may diminish with advancing years, an arbitrary age limit is not a satisfactory measure of the capacity of individuals to perform even those jobs.



## The Female Labour Force

Since 1901 number of women working for pay in Canada has increased seven-fold. Most revolutionary development in female labour force in recent years has been rise in number of married working women: half of all working women are married

**Number of women in the labour force:** Since 1901 the number of women working for pay in Canada has increased seven-fold. Today about 28 per cent of all Canadian women and girls 14 years of age and over work regularly for pay. These 1,675,000 women and girls make up over one quarter of the total Canadian labour force.

**Married women working for pay:** Today, roughly half of all working women are married. This is the most revolutionary development in the women's labour force in recent years.

There has been a sharp rise during and since the war in the percentage of women in the age group 15 to 24 years who are married. Obviously, younger married working women have come in large numbers from the ranks of single working women. In other words, a high proportion of young women have changed their marital status without changing their labour force status.

The number of married women in the labour force as a proportion of all married women has also grown. Even so, taking Canada as a whole, only about 2 out of every 10 married women have paid jobs.

**Ages of working women:** Another dramatic change in the composition of the female labour force is the increased employment of mature women, especially those 45 to 64 years of age. The number in the 35 to 45 age group has also grown markedly. Although a smaller percentage of teen-agers are now working than formerly, their numbers in the labour force have also increased over the past ten years. This trend is expected to be accelerated in the 1960's as the larger number of children born during the after the war move into the labour market.

**Occupational distribution of women workers:** Women today fill a wide variety of occupations but they still tend to concentrate in certain fields of work. Eighty-one per cent of women workers are still to be found in four broad occupational groups: 31 per cent are clerical workers, 23 per cent are in personal service jobs; 16 per cent are in professional services and 11 per cent are in manufacturing.

Over the years these occupational groups have changed in order of importance. For example, the clerical group, now first, was

fourth in 1911 and manufacturing has dropped from second to fourth place.

Of the professional women, three-quarters are either teachers or nurses. Shortages of workers in recent years have brought married women into these two professions. About 45 per cent of all women teachers and 50 per cent of nurses are married.

During the past 10 years there has been a shift in the pattern of employment demands. Economic growth has occurred chiefly in fields of work where women predominate, particularly in the service-producing industries. At the same time there has been a reduction in employment in the goods-producing industries which usually employ large numbers of men. As a result of these trends in the economy the female labour force has been growing at a more rapid rate than the male labour force.

**Part-time work among women workers:** Part-time work has been expanding in recent years so that today about 18 per cent of all women with jobs work fewer than 35 hours a week. Considerable success has been achieved in using part-time workers in retail stores, restaurants, beauty parlours and laundries. The great majority of part-time workers are married women, part-time work making it possible for them to combine more readily their jobs and their home responsibilities.

### Association of Private Secretaries

With the recent inauguration of its tenth branch in Montreal, the Association of Administrative Assistants or Private Secretaries has achieved national status.

Founded 10 years ago, the Association has a three-fold purpose: (1) to establish a national standard of qualification as "administrative assistant" for senior secretarial workers, (2) to help those who are working as secretarial assistants to management to reach this standard by providing facilities for advanced education and a common meeting ground for the exchange of ideas and (3) to make management aware of the value of the fully-qualified administrative assistant.

The main project of the Association is a three-year correspondence course for secretaries conducted in co-operation with the University of Toronto.



## 50 Years Ago This Month

Eight-hour day won by Ottawa masons and bricklayers and by building labourers in Berlin, Ont. Three eight-hour shifts replace two shifts, one of 11 and one of 13 hours, in Ottawa paper mill; 50-per-cent increase in work force needed

The gaining of an eight-hour day by building tradesmen in Ottawa and builders' labourers in Berlin, Ont., was reported in the June 1911 issue of the *LABOUR GAZETTE*. Several reductions in weekly hours also were reported in that issue.

In Ottawa, 400 masons and bricklayers had their daily hours reduced from nine to eight and their pay increased from 50 to 52 cents an hour. In Berlin, building labourers won the same shortening of daily hours and a wage increase of the same amount, to 30 cents an hour.

Weekly hours were reduced from 50 to 44 for 225 builders' labourers in Ottawa—together with a pay increase from 25 to 28 cents an hour—and from 54 to 48 for 100 bricklayers and masons in Berlin.

A perhaps even more significant change affected members of the papermakers' union employed in the J. R. Booth paper mill in Ottawa, where an agreement was signed that introduced three eight-hour shifts per day instead of one shift of 11 and one of 13 hours. "As a result," the *LABOUR GAZETTE* said, "the staff affected will be increased by 50 per cent."

The *GAZETTE* also went on to say (rather ambiguously): "The wages for the shorter hours will be the same as regularly paid for these hours. The men will not be reduced in pay unless where extra allowances had been made for long hours." Elsewhere in the same number of the *GAZETTE* it was stated that the wages in this case were "correspondingly reduced." It added that about 50 men would be affected at first, but that it was understood the short hours would have a wider application later.

"The men have undertaken to show that it will be more profitable to the employer to operate under the new conditions. The plant will work seven hours a week longer," the report stated.

An increase in wages accompanied a different kind of change in working conditions in Niagara Falls, where 20 electric furnace tenders received an increase to 27½ from 25 cents an hour, with a reduction from three to two in the number of men to a furnace.

The June 1911 *LABOUR GAZETTE* reported many cases of increases in wages without any accompanying change in hours or other working conditions. Stonecutters' wages in Calgary increased from \$27.50 to \$28.60 a week; bricklayers' wages in Vancouver advanced from \$5 to \$6 a day; plumbers', steamfitters' and gasfitters' wages in Victoria rose from \$4.50 to \$5.00 a day; wages of electrical workers in Hamilton increased by 5 cents an hour, to \$18.90 from \$16.20 a week; wages of 600 employees in the car department of the Canadian Northern Railway in Winnipeg increased by 2 cents an hour.

On the other hand, the *GAZETTE* reported that 30 iron moulders in Guelph had agreed to a reduction in piecework rates of unstated amount.

The *LABOUR GAZETTE*'s correspondent at Stratford wrote: "The price of hair-cutting has been raised from 20 to 25 cents."

The strike of coal miners at Springhill, N.S., which began on August 10, 1909 (*L.G.* 1959, p. 815), was officially called off on May 27, 1911. On May 29 the Minister of Labour received a letter from the President of Dominion Iron and Steel Company, which said that the men were returning to work on the Company's terms with regard to work and wages, and without recognition of their union. These terms included "a necessary reduction in miners' wages of 10 per cent, which gives us some hope of being able to operate the collieries at reasonable cost," the letter said. "While the Company's position has been fully maintained, we have taken every precaution not to make it hard for the men to return."

A later report by the Company, setting out the terms of the settlement, said that it was "confidently believed" that most of the men could be taken back within 45 days, and that every effort would be made to accomplish this sooner.

The *GAZETTE*'s report said further: "About 1,000 men were still out when the settlement was reached, and the loss occasioned by this dispute was extremely heavy, the town of Springhill being burdened with a large debt."

# TEAMWORK in INDUSTRY

When competition gets keen, joint consultation is an excellent device for bringing labour and management together to work out their mutual difficulties. This advice comes from chief machinist Gwynn Herberts, who is plant committee chairman of United Auto Workers Local 397 at Barber-Ellis of Canada Limited, Brantford, Ont., a leading manufacturer of stationery for home and commercial use.

Mr. Herberts maintains that there are three good reasons for the union-management teamwork practised in the company's Brantford plant: the presence of a labour-management committee which "produces very good results"; employees who are very quick to respond to ideas; and a management eager to see that ideas and proposals put forward by the committee are thoroughly studied before being thrown out.

"These are the reasons why labour and management at Barber-Ellis can sit down together to improve relations and help each other in this time of necessity when competition is so keen," said Mr. Herberts.

Company personnel manager Arthur Truman believes that competition can be met best by co-operative labour-management effort at the plant level. Mr. Truman describes the Labour-Management Co-operative Committee functioning in the Brantford plant as the ways and means of meeting competition and solving mutual problems.

"When it comes to improvements, new methods, quality and working conditions," he emphasized, "the most important requirement is teamwork." One man, the boss, cannot do the job alone. He needs assistance from others in the company who may help in setting up new procedures. Most of all he needs the help of everyone who works for him.

Unanswered common problems, waste control and employee suggestions define the extent of labour-management production committee activities at Barber-Ellis, according to Mr. Truman. "Collective bargaining issues and the work of the committee are kept strictly separate," he said. "Except for safety and housekeeping, which are handled by the joint safety committee, the LMC brings us together on all plant problems we face in common."

Referring to the plant's periodic, successful drives on waste, Mr. Herberts declared:

"It's human nature to get careless once in a while, but our plant doesn't lack for co-operation. People have to be reminded periodically that their job security is involved when costs start to go up. In a situation like this, a labour-management committee is a big help. I recommend getting together in this way."

Members of United Auto Workers Local 397 have proved to be steady contributors to the suggestion award program sponsored by management. A company spokesman stated recently that 10 to 12 proposals are put before the labour-management committee regularly each month. Not all of the suggestions can be used but a healthy percentage have helped to increase productivity, streamline production, improve efficiency, better working conditions and save money. A proposal made by cellophane convertor operator Bob Stockdale brought him a substantial cash prize and enabled the company to win a 500,000-unit order.

The labour-management safety committee has been progressively streamlining plant evacuation procedure in case of emergencies caused by fire. During the last surprise drill, the 217 employees vacated in one minute—one-third the time required in 1955. Two employee groups, a 14-man fire protection force and an 18-man fire brigade, automatically take up their special duties when the alarm sounds.

Plant nurse Mrs. Jessie Russell is one of the safety committee members and accompanies the group on its monthly safety and housekeeping inspections. More than half of the Barber-Ellis work force is composed of women, and management considers that the "feminine eye for safety and cleanliness is a real help."

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To give its senior employees the opportunity of making a larger contribution at the managerial and planning level, the Winnipeg architectural firm of Green, Blankstein, Russell Associates has formed a number of staff-management committees. Greater liaison between departments and improved contact and discussion among personnel will be encouraged by the committees. Over-all aim of the plan is to give employees "a greater sense of belonging."

Establishment of Labour-Management Committees is encouraged and assisted by the Labour-Management Co-operation Service, Industrial Relations Branch, Department of Labour. In addition to field representatives located in key industrial centres who are available to help both managements and trade unions, the Service provides various aids in the form of booklets, posters and films.

## INDUSTRIAL RELATIONS AND CONCILIATION

### Certification and Other Proceedings before the Canada Labour Relations Board

The Canada Labour Relations Board met for two days during April. The Board issued six certificates designating bargaining agents, ordered one representation vote, granted three requests under Section 61 (2) of the Act for review of earlier decisions and denied one such request. During the month the Board received seven applications for certification, one application for revocation of certification and allowed the withdrawal of two applications for certification.

#### Applications for Certification Granted

1. National Association of Broadcast Employees and Technicians, on behalf of certain employees of Baton Aldred Rogers Broadcasting Limited working under the supervision of the chief engineer at CFTO-TV, Agincourt, Ont. (L.G., March, p. 256). The International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada intervened (see below).

2. Toronto Newspaper Guild, Local 87 of the American Newspaper Guild, on behalf of certain employees of Baton Aldred Rogers Broadcasting Limited working under the supervision of the news director at CFTO-TV, Agincourt, Ont. (L.G., March, p. 256). The International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada intervened (see below).

3. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, Motion Picture Studio Production Technicians Local 873, on behalf of certain employees of Baton Aldred Rogers Broadcasting Limited working under the supervision of the production manager, the director of film operations, the director of design, and the executive producer at CFTO-TV, Agincourt, Ont. (L.G., March, p. 256). The National Association of Broadcast Employees and Technicians and the

Toronto Newspaper Guild, Local 87, American Newspaper Guild, intervened (see above).

4. International Association of Machinists, on behalf of a unit of station service employees of the Quebec North Shore and Labrador Railway Company, Sept-Iles, Que. (L.G., March, p. 256).

5. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of employees employed by the Frontenac Broadcasting Company Limited at CKWS-TV, Kingston, Ont. (L.G., April, p. 368).

6. United Brotherhood of Carpenters and Joiners of America, Whitehorse Local 2499, on behalf of a unit of carpenters employed by the Bennett & White Construction Co. Limited in the Whitehorse area of the Yukon Territory (L.G., April, p. 369).

#### Representation Vote Ordered

General Truck Drivers' Union, Local 938, and the Transport Drivers, Warehousemen and Helpers' Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and Asbestos Transport Limited, Richmond County, Que., and Toronto, Ont., respondent (L.G., April, p. 369) (Returning Officer: C. E. Poirier).

#### Requests for Review of Decisions Granted

1. International Longshoremen's Association, Local 1654 (formerly International Brotherhood of Longshoremen, Local 1817), applicant, and the Hamilton Shipping Company Limited, Port of Hamilton, Ont., respondent (L.G., May, p. 472). The Board issued an amending certificate changing the name of the certified bargaining agent.

2. International Longshoremen's Association, Local 1654 (formerly International Brotherhood of Longshoremen, Local 1817), applicant, and the Yorkwood Shipping and

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This section covers proceedings under the Industrial Relations and Disputes Investigation Act, involving the administrative services of the Minister of Labour, the Canada Labour Relations Board, and the Industrial Relations Branch of the Department.



Trading Co. Ltd., Port of Hamilton, Ont., respondent (L.G., May, p. 472). The Board issued an amending certificate changing the name of the certified bargaining agent.

3. International Longshoremen's Association, Local 1654 (formerly International Brotherhood of Longshoremen, Local 1817), applicant, and the Eastern Canada Stevedoring Co. Ltd., Port of Hamilton, Ont., respondent L.G., May, p. 472). The Board issued an amending certificate changing the name of the certified bargaining agent.

#### Request for Review of Decision Denied

Longshoremen's and Warehousemen's Union, Local 503, applicant, Tahsis Co. Ltd., Tahsis, B.C., respondent, the International Woodworkers of America, Local 1-85, intervener, and The Attorney-General for British Columbia, intervener (L.G., May, p. 471). The Board denied the request that it re-hear and vary its decision of

February 9, 1961 for the reason that the applicant had not advanced new evidence pertaining to the Board's reason for rejection of the application for certification.

#### Applications for Certification Received

1. Vancouver - New Westminster Newspaper Guild, Local 115 of the American Newspaper Guild on behalf of certain employees of the Vantel Broadcasting Company Limited employed in its News, Production, and Administrative Departments at CHAN-TV, Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

2. Western District Diamond Drillers' Union, Local 1005 of the International Union of Mine, Mill and Smelter Workers (Canada), on behalf of a unit of employees of Boyles Bros. Drilling Co. Ltd. employed in the Yukon Territory (Investigating Officer: G. H. Purvis) (see "applications for Certification Withdrawn", below).

### Scope and Administration of Industrial Relations and Disputes Investigation Act

Conciliation services under the Industrial Relations and Disputes Investigation Act are provided by the Minister of Labour through the Industrial Relations Branch. The branch also acts as the administrative arm of the Canada Labour Relations Board, in matters under the Act involving the board.

The Industrial Relations and Disputes Investigation Act came into force on September 1, 1948. It revoked the Wartime Labour Relations Regulations, P.C. 1003, which became effective in March, 1944, and repealed the Industrial Disputes Investigation Act, which had been in force from 1907 until superseded by the Wartime Regulations in 1944. Decisions, orders and certificates given under the Wartime Regulations by the Minister of Labour and the Wartime Labour Relations Board are continued in force and effect by the Act.

The Act applies to industries within federal jurisdiction, i.e., navigation, shipping, interprovincial railways, canals, telegraphs, interprovincial and international steamship lines and ferries, aerodromes and air transportation, radio broadcasting stations and works declared by Parliament to be for the general advantage of Canada or two or more of its provinces. Additionally, the Act provides that provincial authorities, if they so desire, may enact similar legislation for application to industries within provincial jurisdiction and make mutually satisfactory arrangements with the federal Government for the administration of such legislation.

The Minister of Labour is charged with the administration of the Act and is directly responsible for the appointment of conciliation officers, conciliation boards, and Industrial Inquiry Commissions concerning complaints that the Act has been violated or that a party has failed to bargain collectively, and for application for consent to prosecute.

The Canada Labour Relations Board is established under the Act as successor to

the Wartime Labour Relations Board to administer provisions concerning the certification of bargaining agents, the writing of provisions—for incorporation into collective agreements—fixing a procedure for the final settlement of disputes concerning the meaning or violation of such agreements and the investigation of complaints referred to it by the minister that a party has failed to bargain collectively and to make every reasonable effort to conclude a collective agreement.

Copies of the Industrial Relations and Disputes Investigation Act, the Regulations made under the Act, and the Rules of Procedure of the Canada Labour Relations Board are available upon request to the Department of Labour, Ottawa.

Proceedings under the Industrial Relations and Disputes Investigation Act are reported below under two headings: (1) Certification and other Proceedings before the Canada Labour Relations Board, and (2) Conciliation and other Proceedings before the Minister of Labour.

Industrial Relations Officers of the Department of Labour are stationed at Vancouver, Winnipeg, Toronto, Ottawa, Montreal, Fredericton, Halifax and St. John's, Newfoundland. The territory of four officers resident in Vancouver comprises British Columbia, Alberta and the Yukon and Northwest Territories; two officers stationed in Winnipeg cover the province of Saskatchewan and Manitoba and Northwestern Ontario; four officers resident in Toronto confine their activities to Ontario; five officers in Montreal are assigned to the province of Quebec, and a total of three officers resident in Fredericton, Halifax and St. John's represent the Department in the Maritime Provinces and Newfoundland. The headquarters of the Industrial Relations Branch and the Director of Industrial Relations and staff are situated in Ottawa.

3. International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada, on behalf of certain employees of the Vantel Broadcasting Company Limited employed in its Design and Film Departments at CHAN-TV, Vancouver, B.C. (Investigating Officer: D. S. Tysoe).

4. Association of Employees of M & P Transport, on behalf of a unit of drivers and dockmen employed by M & P Transport Limited, Edmonton, Alta. (Investigating Officer: W. E. Sproule).

5. General Truck Drivers' Union, Local 938 and Transport Drivers, Warehousemen and Helpers Union, Local 106, of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees employed by St. John's (Iberville) Transport Co. Ltd., Iberville, Que., and Toronto, Ont. (Investigating Officer: C. E. Poirier).

6. General Truck Drivers' Union, Local 938 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Fleet Express Lines Limited, Toronto, Ont. (Investigating Officer: A. B. Whitfield).

7. Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees, on behalf of a unit of longshoremen employed by Upper Lakes Shipping Limited at the Port of Toronto, Ont. (Investigating Officer: A. B. Whitfield).

### Application for Revocation Received

Sidney E. Odger, *et al*, applicants, Canadian National Railways, Winnipeg, Man., respondent, and the Canadian Brotherhood of Railway, Transport and General Workers, respondent. The application was for revocation of certification issued by the Board on February 10, 1961 to the Canadian Brotherhood of Railway, Transport and General Workers, in respect of a unit of office employees of the Canadian National Railways, employed in its Purchasing and Stores Accounting Centre, Winnipeg, Man. (L.G., April, p. 368).

### Applications for Certification Withdrawn

1. General Truck Drivers' Union, Local 938 and Transport Drivers and Warehousemen and Helpers Union, Local 106 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicants, and St. John's Iberville Transport Co. Ltd., Iberville, Que., and Toronto, Ont., respondent (L.G., April, p. 369) (For new application submitted since this withdrawal, see "Applications for Certification Received", above).

2. Western District Diamond Drillers' Union, Local 1005 of the International Union of Mine, Mill and Smelter Workers, Canada, applicant, and Boyles Bros. Drilling Co. Ltd., respondent (Yukon Territory) (see "Applications for Certification Received", above).

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## Conciliation and Other Proceedings before the Minister of Labour

### Conciliation Officers Appointed

During April, the Minister of Labour appointed conciliation officers to deal with the following disputes:

1. Vancouver Wharves Limited, Vancouver, and Local 512 of the International Longshoremen's and Warehousemen's Union (Conciliation Officer: G. R. Currie).

2. Beaver Dredging Co. Ltd., Toronto, and Seafarers' International Union of North America, Canadian District (Conciliation Officer: Rémi Duquette).

3. Harbour Development Limited, Saint John, N.B., and Seafarers' International Union of North America, Canadian District (Conciliation Officer: Rémi Duquette).

4. Lakehead Terminal Elevators Association (Fort William and Port Arthur) and Local 650 of the Brotherhood of Railway and Steamship Clerks, Freight Handlers, Express and Station Employees (Conciliation Officer: F. J. Ainsborough).

5. Rio Algom Mines Limited, Panel Division (office and technical employees), Elliot Lake, Ont., and Local 5980 of the United Steelworkers of America (Conciliation Officer: F. J. Ainsborough).

6. Shell Canadian Tankers Limited (M.V. *Western Shell* and M.V. *Tyee Shell*), Vancouver, and Canadian Merchant Service Guild, Inc. (Conciliation Officer: D. S. Tysoe).

7. Westward Shipping Limited (M.V. *B.C. Standard* and M.V. *Standard Service*), Vancouver, and Canadian Merchant Service Guild, Inc. (Conciliation Officer: G. R. Currie).

8. The Shipping Federation of Canada, Inc., Montreal, and Local 1552 of the International Longshoremen's Association (ship-liners) (Conciliation Officer: Rémi Duquette).

9. Hill The Mover (Canada) Ltd. (Victoria Terminal), Victoria, B.C., and Local 885 of the International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Conciliation Officer: G. H. Purvis).

10. Atomic Energy of Canada Limited (Commercial Products Division, Ottawa) and The Ottawa Atomic Workers Union, Local No. 1541 of the Canadian Labour Congress (Conciliation Officer: T. B. McRae).

### Conciliation Boards Appointed

1. The Shipping Federation of Canada, Inc. Montreal, and Local 375 of the Inter-

national Longshoremen's Association (L.G., May, p. 472).

2. Shell Canadian Tankers Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., April, p. 369).

3. B.C. Air Lines Limited, Vancouver, and Canadian Brotherhood of Railway, Transport and General Workers (L.G., March, p. 257).

### Conciliation Board Fully Constituted

The Board of Conciliation and Investigation established in March to deal with a dispute between Northland Navigation Company Limited, Vancouver, and Seafarers' International Union of North America, Canadian District (L.G., May, p. 472) was fully constituted in April with the appointment of W. E. Philpott, Vancouver, as Chairman. Mr. Philpott was appointed in the absence of a joint recommendation from the other two members, E. B. Clark and S. B. Whitelock, both of Vancouver, who were previously appointed on the nomination of the company and union, respectively.

## ILGWU Study Cites Rise in Canada's Union Membership

Canadian unions grew from 912,124 to 1,454,000, or 59 per cent, while the labour force increase was 41 per cent between 1947 and 1957, Lester Spielman, Director of the Management Engineering Department of the International Ladies' Garment Workers' Union, pointed out in a recently completed study of union growth.

In the United States, during the same period, union enrolment went up only 18 per cent while the work force increase was 20 per cent.

Canadian figures provided Mr. Spielman with a control standard for measuring the extent to which the lag in the U.S. union membership could be attributed to the federal and state "right-to-work" laws.

The enactment of the Taft-Hartley Act in 1947 arrested the rise in union enrolment, Mr. Spielman concluded. Records of union growth from 1897 on indicate that labour union membership normally surged upward whenever an economic boom was accompanied by a rising price level. On this basis, the decade following 1947 should have been marked by an expansion in total union enlistment at a rate more rapid than the growth of the labour force. This is supported by the relative growth of unions in Canada during this period, where comparable economic and labour market conditions prevailed, Mr. Spielman stated.

The report also showed that from 1935 through 1946, when the Wagner Act was in force in the United States, U.S. union membership grew 300 per cent while the number of non-farm workers rose 54 per cent. In Canada in this period the number of union members rose from 280,648 to 831,697, or 196 per cent, while the industrial work force increased 55 per cent.

### Study on Young Workers

Another study\* by *La Jeunesse Ouvrière Catholique*, an organization serving young workers in Quebec province, provides additional information about the plight of young people who leave school without adequate vocational training and have to take whatever jobs they can find. The report is available from the *Secrétariat National JOC*, 1019 rue Saint-Denis, Montreal.

\*For earlier study see L.G., Oct. 1959, p.1046.



## LABOUR LAW

### Legal Decision Affecting Labour

British Columbia Supreme Court rules union is legal entity, awards damages against it and two officers for preventing member from obtaining employment

On December 30, 1960, Mr. Justice Maclean of the British Columbia Supreme Court found the Seafarers' International Union and its officers liable in damages on account of actionable conspiracy to prevent a union member from obtaining employment.

The Northland Navigation Company Limited had a collective agreement with the SIU, Canadian District, in which the company recognized the union as "the duly certified sole collective bargaining agent for all unlicensed personnel . . . employed in the deck, engine room and steward's department of all ships owned and/or operated by the company."

Boldt, the plaintiff, was a member of the SIU, and his membership in the SIU enabled him to obtain and maintain his employment as a ship steward with various employers, among them, from March 1959 onward, the Northland Navigation Company Limited.

In November 1959, following a dispute with the ship's delegate of the union, Boldt lost his employment, apparently because he was suspected of being a member of a rival union. Further, he was denied use of the union hiring hall and the opportunity to post his employment card on the shipping board in the hall. Also, he was denied the opportunity to discuss his situation with the chief executive officer of the union in Vancouver and to obtain a union trial.

Boldt then sued the union as a legal entity and in a representative action, and also sued some of the union officers, claiming damages on two separate grounds: that the union and the union officers wrongfully and maliciously induced and procured his discharge from employment with Northland Navigation Company Limited; and wrongfully and maliciously conspired to prevent him from obtaining employment in his trade by denying him the privilege of using the union hiring hall and from placing his employment card on the shipping board of the union.

From the evidence placed before him, Mr. Justice Maclean was satisfied that the reason for Boldt's inability to obtain employment in his trade as a marine steward was his inability to have his name posted in the hiring hall of the S.I.U. Also, Mr. Justice Maclean came to the conclusion that Boldt was not a member of the rival marine union.

There was, however, a conspiracy between union officers and the union itself to exclude Boldt from the use of the SIU hiring hall and the natural result of the conspiracy was the loss of his employment. Further, in Mr. Justice Maclean's opinion, the evidence showed that some of the union officers, suspecting for some reason or another that Boldt was a supporter of a rival union, and being unable to prove it, adopted a course designed to freeze him out of advantages derived from union membership and therefore from the opportunity of finding employment in his trade as a steward.

Counsel for the union contended that the union was not a legal entity for the purposes of the suit before the bar. He submitted that there was nothing in the case of *International Brotherhood of Teamsters v. Therien* (L.G., March 1960, p. 276) to support the contention that SIU was a legal entity for the purposes of the suit under review.

Further, counsel for the union suggested that when Mr. Justice Locke of the Supreme Court of Canada said: "In my opinion, the appellant is a legal entity which may be liable in name for damages either for breach of a provision of the Labour Relations Act or under the common law," he was making a pronouncement that was not necessary for the decision of the case. Mr. Justice Maclean disagreed with that submission but, even if Mr. Justice Locke's pronouncement were *obiter* (not essential to the decision, and therefore not binding), he decided to apply it to the dispute at bar. The union in question was certified as a

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This section, prepared by the Legislation Branch, reviews labour laws as they are enacted by Parliament and the provincial legislatures, regulations under these laws, and selected court decisions affecting labour.

bargaining agent under the federal Industrial Relations and Disputes Investigation Act in respect of the employees of the Northland Navigation Company and was also certified under the provincial Labour Relations Act in respect of certain other companies.

Further, it was submitted by counsel for the union that even if the union was a legal entity for the purpose of this suit, the acts of the union officers complained of were not acts performed in the course of their master's business as this expression was used in the case of *Lloyd v. Grace, Smith & Co.* (1912) A.C. 716 and in *United Africa Co. v. Saka Owoade* (1955) A.C. 130.

Mr. Justice Maclean disagreed with this submission. The evidence showed that the SIU had been engaged in a struggle with a rival union for the control of the employees of the various shipping companies in the province. A number of union members had been expelled from the union for suspected affiliation with the rival union and lost their employment under the terms of various collective agreements. It had been the policy of the union not to have on board any ship any man who was a member or who had applied to join the rival union.

Furthermore, the constitution of the SIU provides that "any member who advocates and/or gives aid to the principles and policies of any hostile or dual organization

or gives aid and comfort to such... shall be denied further membership in this union" (S. 9).

Further, Section 11 of the union's constitution sets out the form of oath that is required to be taken by every member of the union:

I pledge my honor as a man, that I will be faithful to this union and that I will work for its interests and will look upon every member as my Brother, and that I will not work for less than union wages, and that I will obey all orders of the union. I promise that I will never reveal the proceedings of the union to its injury or to persons not entitled to know it. And if I break this promise, I ask every member to treat me as unworthy of membership, friendship and acquaintance, So Help Me God.

Mr. Justice Maclean attached special significance to the concluding words, "I ask every member to treat me as unworthy of membership, friendship and acquaintance." In his opinion, this was an indication of the policy of the union not only toward members who have been legally expelled but toward a member even suspected of divided allegiance. Mr. Justice Maclean concluded that in acting as they did the union officers were acting in the course of their master's business.

Boldt was awarded \$2,500 damages against two union officers and the union itself and declared a member in good standing of the SIU. *Boldt v. Seafarers' International Union of North America, Canadian District, et al.* (1961) D.L.R. (2d), Part 9, p. 678.

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## Recent Regulations under Provincial Legislation

British Columbia sets \$1.20 an hour minimum wage for male irrigation workers. Newfoundland issues regulations governing small logging camps. Alberta revises apprenticeship regulations, dividing the electrical trade into three branches

A new order of the British Columbia Board of Industrial Relations sets a minimum wage of \$1.20 an hour for outside male employees of irrigation districts under the Water Act.

In Newfoundland, new regulations under the Logging Camps Act, 1960 have laid down rules regarding the construction, equipment and maintenance of logging camps with 15 loggers or less where the annual logging quota does not exceed 1,500 cords.

In Alberta, the revised apprenticeship regulations for the electrical trade have established three branches: construction, power and communication.

Other regulations deal with vacation credit cheques of Manitoba construction workers, the coverage of the Quebec Workmen's Compensation Act, complaints under the Ontario Fair Accommodation Practices Act, and trade schools for barbers, hairdressers and manicurists in Quebec.

### Alberta Apprenticeship Act

The regulations under the Alberta Apprenticeship Act respecting the electrician trade have been revised, the principal change being the establishment of three branches of the trade. The new regulations, which were gazetted March 30 as Alta. Reg. 66/61, to take effect from date of publication, replace Alta. Reg. 94/59.

Previously the trade was defined to include all forms of wiring and electrical installations as covered in the Canadian Standards Association Electrical Code and the Alberta Electrical Protection Act.

The revised regulations divide the electrical trade into three divisions; construction, power and communication.

The construction branch of the trade covers all forms of wiring and electrical installations as covered by the regulations governing the certification of electrical workers under the Electrical Protection Act.

The power division of the electrical trade includes all work in connection with the construction, installation and maintenance of all equipment used in the generation, transmission and distribution of electrical energy.

The communication branch of the trade is defined as the "construction, installation and maintenance of telephone equipment."

Any person with the prescribed qualifications may now become an apprentice in any branch of the trade. The qualifications for apprentices are the same as before. An applicant for apprenticeship in any of the three branches of the trade must be at least 16 years of age and must have at least Grade 10 education with Mathematics 10 or its equivalent. An applicant who has not completed Grade 10 may be accepted on the recommendation of the Local Advisory Committee and the approval of the Director of Apprenticeship after appropriate examination.

The term of apprenticeship in any division of the trade is four years, including the three-month probationary period, with the usual provision for time credits for approved technical or vocational training or previous experience in the trade.

An employer who is engaged in a division of the trade and employs a journeyman or who is himself a journeyman may employ one apprentice, with one apprentice for each additional journeyman employed.

The provisions requiring apprentices to attend the prescribed educational classes and to pass the required trade tests and trade examinations and to receive a satisfactory report from the employer and the trade school before being granted an annual certificate of progress or a final certificate of qualification as a journeyman are unchanged.

The minimum wage payable to an apprentice in any branch of the trade is the same as before, ranging from 40 per cent of the prevailing journeyman's rate for registered employment prior to first year technical training to 75 per cent after successful completion of third year technical training until completion of contract.

## British Columbia Male Minimum Wage Act

A new order of the British Columbia Board of Industrial Relations setting a minimum wage of \$1.20 an hour for male employees of irrigation districts was gazetted March 23 to go into force May 1. This is the first minimum wage order to be issued for this group of employees.

The new order, Male Minimum Wage Order No. 35 (1961), applies to all outside male employees of improvement districts formed under the Water Act for irrigation purposes.

The \$1.20-an-hour rate applies to all outside male employees of irrigation districts except apprentices, part-time workers or handicapped employees with special permits from the Board to work at subminimum rates. Such employees must be paid at the rate specified in the permit.

Hours are limited to eight in the day and 44 in the week, subject to the exceptions provided in the Hours of Work Act. If permission to extend hours is granted, one and one-half the regular rate must be paid for time worked beyond the daily and weekly limits. However, where, by agreement, hours are averaged over a specified period, the premium rate applies only to hours worked in excess of the agreed limit. The Board may also vary the overtime rate where an undertaking has been exempted from the Hours of Work Act.

The daily guarantee provision is the same as that in other orders. An employee who reports for work in response to a call from the employer must be paid at his regular rate for the entire period spent at his workplace, with a minimum of two hours pay if he reports for work and of four hours if he begins work, subject to the usual exceptions.

The order also contains a number of general provisions similar to those in other minimum wage orders. These provide for semi-monthly payment of wages and require employers to post copies of the order and schedules of daily shifts; to keep records of the wages paid to and the hours worked by each employee, as well as a register showing the names, ages, occupations and addresses of all employees; and to make them available for inspection at any time.

## Manitoba Employment Services Act

Regulations under the Manitoba Employment Services Act fixing fees for licences and prescribing the forms of applications and licences were gazetted April 1 as Man. Reg. 18/61.

The fee for a licence to operate an employment agency is \$50 and must be submitted with the application form. If the



Minister of Labour refuses to grant a licence, he may return the fee or such portion of it as he deems appropriate. Every licence is valid for one year unless suspended or cancelled.

Among other information, an applicant for a licence to operate an employment agency must indicate the classes of employees or employers for whom the agency is to be operated. If the applicant proposes to provide services for all classes of employees and employers this must also be shown on the application form.

### Manitoba Vacations with Pay Act

Regulations under the Manitoba Vacations with Pay Act dealing with the payment of vacation pay to construction workers in the Greater Winnipeg area were gazetted as Man. Reg. 19/61 on April 1, replacing Man. Reg. 4/57.

The new regulations were issued because of a 1959 amendment to the Act that provided, effective July 1, 1960, for the payment of vacation pay to construction workers by cheque instead of by the stamp system.

Employees with any uncashed stamps or books issued prior to July 1, 1960 may obtain the cash equivalent by applying to the Minister of Labour. Employers may also obtain refunds for all unused books and stamps by applying to the Minister.

The new regulations provide that within five days after every pay period or within such time as may be prescribed by the Minister, the employer must remit to the Minister amounts equal to the total vacation pay credits due to each of his employees for the pay period (4 per cent of regular wages). With the written permission of the Minister, remittances may be made within 15 days after the end of the month in which wages were earned.

Along with the remittance, the employer must submit a record on the prescribed form showing: the name and address of the employer; the name of each employee; his employment insurance number or, if he has no such number, the special number allotted to him by the Department; and the amount of wages earned during the pay period exclusive of overtime and his vacation pay credits for that pay period. When filing the last record in June, the employer must also include the address of each employee.

With the permission of the Minister, the employer may forward a copy of his payroll instead of the record referred to above. If an employer files a payroll, he must also file the form of record showing his number, name and address; the number and amount of the cheque; and the pay period covered by the payroll return.

A copy of every record or payroll must be kept for three years and made available for inspection upon request.

Vacation pay credit cheques will be sent out after July 1 each year. Unless notified that the employee is no longer employed, the Minister will send an employee's cheque to the employer reporting a vacation credit for that person for the last pay period in June preceding the payment.

If the employee cannot be located, the employer must return the vacation credit cheque to the Department within 15 days. The regulations further provide that where a cheque cannot be delivered to an employee within 90 days, the Minister may re-deposit the cheque in a trust account with the Provincial Treasurer.

A person who earned vacation credits during the year but was not employed during the month of June or whose cheque was returned to the Department because he could not be located may obtain payment by applying to the Minister. On the prescribed form he must give full particulars regarding his last employer, his Unemployment Insurance number or the departmental number assigned to him and such other information as may be required.

Alternative methods of payments are also provided for. The Minister may approve the payment of vacation credits of an employee who is leaving the country permanently or of a person who has become a full-time student and needs the money to continue his education. Where an employee has died, the Minister may, upon application, authorize payment to the executor or administrator of the estate or to a person who proves that he is entitled to the employee's vacation credit.

The service charge ranges from 50 cents where the accumulated vacation credit is less than \$20 to \$2 for handling vacation credits of \$200 or more.

### Newfoundland Logging Camps Act, 1960

Newfoundland has issued the Small Logging Camp Regulations, 1961, under the Logging Camps Act, 1960. Gazetted April 25, these new regulations apply to camps accommodating 15 or fewer loggers where the annual logging quota does not exceed 1,500 cords. The Logging Camp Regulations, 1961, (L.G., March, p. 270) do not apply to small logging camps.

The new regulations set out requirements relating to the construction and supervision of camps, health and comfort of loggers, and sanitation. They state the obligations of camp operators in more general terms than the regulations for larger camps, and contain fewer specific standards, although some provisions are the same.

Camps are to be located on dry ground, with provision made for adequate drainage, and so constructed that the Minister of Mines and Resources is satisfied that they provide reasonable shelter and comfort. Every small logging camp must be under the direct supervision of the operator, who is responsible for ensuring that the camp is windproof and waterproof and maintained in a clean and sanitary state.

Provisions respecting the health and comfort of loggers require camps to be cleaned prior to opening for the season and to be kept in a clean and sanitary condition while occupied. Heating units must comply with the Fire Prevention Act, 1954; the use of oil drums or other substitutes for stoves is forbidden. Adequate lighting must be provided. Where chemical or water-flush toilets have not been installed, the operator must provide and maintain latrines; they must be located not less than 150 feet from living and sleeping quarters and not be a source of contamination.

Requirements in regard to food handling or related activities forbid an operator to employ a person for such work if he is suffering from a contagious disease. The operator is responsible for providing a first aid kit in accordance with the Workmen's Compensation Act.

The regulations require that food must be so stored that it is free from any source of contamination and inaccessible to vermin. Contaminated or polluted food must not be served. Adequate cooking, eating and drinking utensils must be provided. The operator is responsible for providing potable water in each camp; all drinking water containers must be covered and maintained in a clean and sanitary condition and used for no other purpose.

Sanitation provisions in the regulations deal with the disposal of waste and garbage, the control of animals and related equipment, and the disposal of the remains of animals.

With respect to garbage disposal, the operator must provide covered garbage containers for each cookhouse. Refuse, waste and garbage must be deposited in a pit 100 feet or more from the camp and from any body of water; when the pit is full it must be covered with at least 12 inches of earth and another pit dug. In summer, waste must be covered weekly with lime or other caustic substance and be protected from flies. A further provision specifies that a camp must be so operated that it will not pollute any source or potential source of water supply. When a camp is abandoned, the operator is responsible

for disposing of all garbage, rubbish and waste and leaving the grounds in a clean and sanitary condition.

Provisions in connection with the housing of animals specify that a stable must not be erected less than 300 feet from camp living quarters and must be so situated that drainage from it cannot be a source of contamination. Animals must be kept in enclosures, stables or piggeries 300 feet or more from camp living quarters, any body of water or the water intake of the camp. Harness and other equipment used for work animals must not interfere with the cleanliness or hygienic care of a camp. A further provision requires that as soon as the ground permits, the remains of animals must be buried immediately at a depth of at least two feet, and a distance of 500 feet or more from the camp, any body of water or the water intake of the camp.

### Ontario Fair Accommodation Practices Act

An amendment to the regulations under the Ontario Fair Accommodation Practices Act prescribing the form to be used when filing a complaint of discrimination in the rental of an apartment was gazetted as O. Reg. 84/61 on April 29 to go into force May 28, 1961.

The new form was necessary because of a 1961 amendment to the Act that prohibits anyone from refusing to rent an apartment in a building with six or more self-contained units to any person because of his race, creed, colour, nationality, ancestry or place of origin.

Among other information, the complainant must state on the prescribed form the particulars of the complaint, the name and address of the building, and the position of the person alleged to have committed the discriminatory act.

### Quebec Private Vocational Schools Act

Amendments to the regulations under the Quebec Private Vocational Schools Act respecting schools for barbers, hairdressers and manicurists, approved by O.C. 963 of April 11, were gazetted April 22.

A new provision states that where a decree under the Collective Agreement Act relating to the barbering, hairdressing or manicuring trades is in force in any area, schools in the district teaching these trades must now comply with any directives of a parity committee or joint committee established under the decree.

The owner, director or manager of such a school must allow an authorized inspector of the district parity committee or joint commission to visit the school, must furnish

him with information and allow him to examine whatever documents are necessary to ascertain whether the applicable provisions of a decree are being observed.

Under the Private Vocational Schools Act, students may be charged only for lessons received and schools may not require a deposit in excess of one-fifth of the price of the whole course. If no lessons have been received, the deposit may not exceed one-tenth. The new regulations stipulate that notwithstanding these provisions, schools for barbers, hairdressers and manicurists must return the deposit in full to any student who has been refused a certificate of apprenticeship or training by the parity committee.

The provision that prohibited any person from giving a course while a barber shop or beauty parlour was open to customers has been deleted.

### Quebec Minimum Wage Act

In Quebec, the vacation with pay order (No. 3), the general minimum wage order (No. 4) and the three special orders covering forestry operations, hospitals, real estate offices and taxi undertakings, and municipal and school corporations (Orders 39, 40 and 41) were extended until May 1, 1962 by O.C. 958 of April 11, which was gazetted April 22 to take effect from date of publication.

Another order gazetted the same day (O.C. 959) amended the section of the forestry order (No. 39) dealing with exemptions. The order now provides that forestry workers covered by a collective agreement under the Labour Relations Act whose wages and working conditions are generally better than those provided in the order are not governed by parts II and III of the order in so far as the supervision of the Minimum Wage Commission is concerned. Previously the order stated that such employees were exempted provided their wages and working conditions were generally better than those set out in the order.

### Quebec Workmen's Compensation Act

Hospitals were brought within the scope of the Quebec Workmen's Compensation Act by a regulation approved by O.C. 970 of April 11 and gazetted April 29.

The new regulation, which goes into force September 1, 1961, defines the term "hospital" as any public or private hospital, tuberculosis hospital, sanatorium or insane asylum recognized by the provincial Ministry of Health.

The regulation further provides that a hospital employee will be entitled to compensation in respect of any contagious disease which the Board finds to have been due to his employment.

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An increase in compensation claims under the Government Employees Compensation Act was recorded for the fiscal year ended March 31, 1961 by the Government Employees Compensation Branch. Approved claims this year totalled 17,599, which was 338 more than the previous year. The ratio of one claim per 13 employees remained roughly the same.

Post Office personnel and men working for Northern Affairs and National Resources in national parks and other isolated areas registered the greatest increase in the number of accidents. Among postal employees, the increase was caused by a steady extension of mail delivery service and consequent 3-per-cent gain in employment.

Good results from an accident prevention program in Montreal were noted by the Post Office Department, which plans to extend this program to other large centres.

Of the 18 main Government Departments, eight recorded a drop in the number of accidents. A similar reduction was registered by six out of eleven agencies and four out of seven Crown corporations.

Most claims concerned minor injuries; lost-time cases involving more than a week's absence from work constituted about 35 per cent of all claims. Twenty fatal accidents were recorded during the year.

Since 1952, when 12,774 claims were received and 183,000 employees covered, the number covered has risen steadily to 225,000 during 1960-61.



# UNEMPLOYMENT INSURANCE

## Monthly Report on Operation of the Unemployment Insurance Act

Decline of 34,000 in number of claimants for unemployment insurance benefit brings number to 838,000 at end of March. Seasonal benefits claimed by 265,800 applicants, 16,000 more than at the end of February, statistics\* for March show

Claimants† for unemployment insurance benefit on March 31 numbered 838,000. This was a decline of 34,000 from the 872,800 recorded on February 28 but was virtually the same as one year earlier.

The total of 265,800 seasonal benefit claimants was about 16,000 higher than on February 28, and about 17,000 higher than on March 31, 1960.

The average claimant had been on continuous claim about 13 weeks, as of March 31. In all categories, the average is somewhat shorter for male claimants than for female claimants.

In the distribution of claimants by number of weeks on claim, slightly more than 80 per cent were male, except in the "over 20", in which two-thirds were male. Continuous claim for 20 weeks or more was reported for almost one quarter of the 167,400 female claimants on March 31; less than 15 per cent of male claimants are in this category.

During March, 259,400 initial and renewal claims were filed, in comparison with 234,600 during February and 283,500 during March 1960. It is estimated that about 45 per cent of the 183,000 initial claims were from persons terminating their benefit rights and requesting re-establishment of credits.

The average weekly estimate of beneficiaries was 807,100 for March, 9 per cent higher than the February estimate of 737,400.

Benefit payments amounted to \$85.2 million during March, as against \$71.0 million during February and \$74.8 million during March 1960.

\*See Tables E-1 to E-4 at back of this issue.

†A claimant's unemployment register is placed in the "live file" at the local office as soon as the claim is forwarded for computation. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. During the seasonal benefit period, claims in process are classed as regular until the computation of their contribution credits indicates otherwise.

In a comparison of current employment statistics with those for a previous period, consideration should be given to relevant factors other than numbers, such as the opening and closing of seasonal industries, increase in area population, influence of weather conditions, and the general employment situation.

Claimants should not be interpreted either as "total number of beneficiaries" or "total job applicants".

The average weekly benefit was \$23.99 in March, \$24.07 in February and \$22.20 in March 1960.

### Insurance Registrations

Reports received from local offices of the Unemployment Insurance Commission for March showed that insurance books or contribution cards were issued to 5,135,647 employees who had made contributions to the Unemployment Insurance Fund at one time or another since April 1, 1960.

At March 31, registered employers numbered 331,995, a decrease of 756 since February 28, 1961.

### Enforcement Statistics

Enforcement officers across Canada conducted 7,100 investigations during March 1961. Of these, 3,743 were spot checks of postal and counter claims to verify the fulfilment of statutory conditions and 118 were miscellaneous investigations. The remaining 3,239 were investigations in connection with claimants suspected of making false statements to obtain benefit.

Prosecutions were begun in 274 cases, 40 against employers and 234 against claimants.\* Punitive disqualifications as a result of claimants' making false statements or misrepresentations numbered 1,560.\*

\*These do not necessarily relate to the investigations conducted during this period.

## Unemployment Insurance Fund

Revenue received in March totalled \$26,-442,646.10, compared with \$27,874,700.13 in February and \$26,653,405.19 in March 1960.

Benefits paid in March totalled \$81,772,-486.32, compared with \$70,988,923.23 in

February and \$74,844,835.89 in March 1960.

The balance in the Fund on March 31 was \$185,298,086.78; on February 28 it was \$240,627,927.00 and on March 31, 1960 it was \$359,949,596.11.

# Decisions of the Umpire under the Unemployment Insurance Act

## Decision CUB-1818, March 6, 1961

**Summary of the Main Facts:** In this appeal, the claimant represented a group of claimants, all of whom were members of Local 1681 of the International Brotherhood of Electrical Workers, Cornwall, Ont., who were temporarily employed as electricians by Company A on a project it was carrying out at Gatineau Mills, Que., for Company B. They were obtained by the company through Local 586 IBEW, Ottawa, which had jurisdiction in regard to this trade in various counties in the provinces of Ontario and Quebec, including Gatineau Mills. On July 21, 1960, they lost their employment under the following circumstances:

Local 586 and the Ottawa Electrical Contractors' Association, comprising 33 employers, had a bargaining agreement that was due to expire on April 30, 1960. Company A was not a member of the Association. In January 1960, Local 586 began negotiations with the Association for a new collective agreement providing for an increase in wages, etc. Several meetings were held between the two parties but no accord was reached.

The local then called a strike, which went into effect at 8 a.m. on Friday, July 22, 1960. The strike brought about a complete cessation of the work carried on by the electricians, thereby affecting the employment of a reported 204 journeymen electricians and 121 apprentices. Other trades remained at work at the various projects except at four projects which had picket lines for a day or two. The claimants, who were not members of the striking Local 586 but belonged to Local 1681, walked off the job.

On or about July 25, 1960, each of the claimants filed an application for benefit at the Cornwall office and the insurance officer disqualified them until the termination of the stoppage of work (section 63 of the Act). He based the disqualification on the following grounds:

While the employer of these claimants [Company A] is not a member of the Ottawa Elec-

trical Contractors' Association, nevertheless, this employer recruited electrical tradesmen through Local 586 of the International Brotherhood of Electrical Workers, because this project at [Company B], Gatineau Mills, Quebec, is within the jurisdictional territory of this Electricians' Union. The fact that these claimants are journeyman electricians places them in the same grade or class as the journeyman electricians of local 586 who caused the strike. When these claimants withdrew their labour they became participants in the work stoppage of the electricians at this project. As the claimants became participants in the stoppage of work, they became subject to disqualification under Section 63 of the Act, regardless of their affiliation to another union local.

The representative claimant's appeal to a board of referees, dated August 19, 1960, was based on the grounds that he had not taken part in picket line duty; that he had returned to Cornwall immediately after the strike was called; that he was not paying dues to the striking Local 586; that his work was temporary; that he would not be returning to the job at the end of the strike; that he and the other interested claimants were the only electricians from Cornwall and, therefore, he was not directly interested in the dispute or its outcome and, moreover, he had not participated in the financing thereof. A letter from the Business Manager of Local 586 confirmed, in effect, these statements.

The board of referees heard the case at Cornwall on October 5, 1960, at a session attended by the claimant and his representative, the President of the Cornwall Labour Council. The board dismissed the appeal and maintained the disqualification that had been imposed by the insurance officer. The decisions reads:

It was the unanimous decision of the Board that (1) the claimant lost his employment by reason of a stoppage of work attributable to a labour dispute at the construction project, workshop or other premises at which he was employed and (2) that the claimant did prove that he was not participating in, financing or directly interested in the labour dispute that caused the stoppage of work and (3) it was the majority decision of the Board that the claimant, with the employee representative dissenting, failed to prove that he did not belong to a grade or class of workers that, immediately before the commencement of the stop-

page, included members who were employed at the premises at which the stoppage is taking place, and who are participating, financing or directly interested in the dispute.

According to the evidence taken at the hearing of the board of referees, the claimants could have been fined a substantial amount of money by the union if they had not respected the strike order and could have even been expelled from the union.

The claimant appealed to the Umpire on November 7, 1960, on the following grounds:

I was not participating in, financing, or directly interested in the labour dispute that caused the stoppage of work.

Proof of this is that I returned to Cornwall the day this walk-out occurred.

The job was to finish within 2 weeks at which time I would have returned to Cornwall.

I only went to Ottawa on the understanding that my union's business agent would call me when employment was available in Cornwall...

The Chief of the Adjudication Division of the Commission, in a statement of observations for consideration by the Umpire, stated:

1. It is submitted that the board of referees correctly found that the claimant has failed to prove that he does not belong to a grade or class of workers that, immediately before the commencement of the stoppage, included members who were employed at the premises at which the stoppage has taken place, the construction project carried out by [Company A] at Gatineau Mills, Quebec, for [Company B], and were participating in, financing or directly interested in the dispute (section 63 (2) (b) of the Act). This is apparent as there were 20 electricians, in most part members of Ottawa Local 596, employed on this job, and they all walked off the job when the strike was called (Exhibit 3). It is clear that the members of the Ottawa local are participating and directly interested in the dispute.

2. However, the board has concluded that the claimant has proved non-participation by himself (section 63 (2) (a)). It is submitted that by withdrawing his own labour with the strikers, he is participating and this is not altered by the fact that his action was taken by reason of union policy or practice as explained by the union's representative at the hearing before the board of referees.

**Considerations and Conclusions:** The above observations of the Chief of the Adjudication Division of the Commission are entirely in accordance with the jurisprudence established in several decisions of the Umpire dealing with similar cases.

I would comment further that, in the absence of evidence that a definite date had been fixed for the termination of the claimant's temporary employment, the fact that he had taken it as a temporary measure and that such might have been completed before the end of the stoppage did not have the effect of rescinding the disqualification, or of ending it other than as stated in section 63 (1) of the Act, viz., at the termination of the stoppage of work.

I consequently decide to confirm the decision of the board of referees and to dismiss the claimant's appeal.

Decision CUB-1819, March 10, 1961

(Translation)

**Summary of the Main Facts:** The case of the claimant has been selected as a test case for some 20 other claimants.

On February 17, 1960, the *Syndicat National des Travailleurs de Girardville Inc.* obtained its certification for the purpose of representing all the employees at the sawmill operated by Company X, of Dolbeau, Que., at Girardville, Que., with the exception of the foremen, office employees and management. The representatives of the union and of the employer met for the first time on April 6, 1960, to negotiate a collective agreement.

On April 9, the claimants and, it seems, all the other hourly-rate employees of the sawmill, those of the day shift and those of the night shift, numbering 96 in all, were temporarily laid off owing to a shortage of work. On May 27, the 51 employees comprising the day shift resumed work after being recalled by the employer.

On June 2, after a conciliator had been chosen, the representatives of the employer and of the union met again. The union presented a draft collective agreement which contained, among other things, the following demands: classification of jobs, assignment of a particular wage to each job category, a union shop, a 54-hour work week, etc. The employer notified the union that he was prepared to negotiate, but that he would not accept the demand for a closed shop. He, in turn, submitted a list of occupations in which were mentioned the rates he was prepared to pay.

On June 8, 1960, the employer requested his secretary-manager to advise the clerk of the sawmill at Girardville to recall the 45 employees of the night shift. However, as the machinery "was not quite in perfect condition" the employer changed his mind and the clerk was instructed to tell the men to report instead on the evening of Friday, June 10. Meanwhile, the representative of the union notified the employer of his intention to hold a meeting of the members during the evening of June 10 and again the employer instructed the said clerk to cancel the order for a return to work on that day and instead to have them report on Monday, June 13.

During the evening of June 10, the union held its meeting. It appears that those members of the union who belonged to the night shift attended that meeting up to the time when the question of voting for or



against the strike arose. After they left, the remaining members decided to go on strike. As a matter of fact, pickets appeared at the mill the same evening, June 10, 1960, at 11.59 p.m.

The employees of the day shift worked for the last time on June 10, 1960. As for those of the night shift, they did not report for work on the evening of June 13.

The representatives of the employer and of the union met again on June 15, 1960. The employer signified his intention not to enter into further negotiations until the pickets had been withdrawn and the work resumed.

On July 6, 1960, the insurance officer disqualified the claimants from receipt of benefit commencing June 11, 1960, because in his opinion, they had lost their employment by reason of a stoppage of work attributable to a labour dispute at the premises at which they were employed (section 63 of the Act).

On July 13, 1960, the claimant whose case is serving as a test case appealed to the board of referees. In his appeal, he stated that he was not at work when the strike was called and that he had "not participated in any way in the decision to bring about a stoppage of work with the workmen concerned."

On September 21, 1960, the board of referees heard the appeal. The evidence given at first was to the effect that the employer usually went about calling employees to the Girardville sawmill in the following manner: when the date had been set for the commencement of operations, the employer would advise the clerk of the sawmill "to call all the men by telephone or contact them personally. As soon as the rumour was heard in the village that the mill was reopening, a sufficient number of men to operate two mills like ours usually reported looking for work..."

The secretary-manager of the employer stated in this regard: "I have not known of any case in the last 15 years when the clerk did not follow orders". However, the employees who testified during the hearing stated that no one had called them by telephone or otherwise to ask them to work on the evening of June 10 or June 13. The president of the union (an employee of the sawmill for the past 54 years) stated that he had been called personally for a resumption of work only once. Usually he went to the employer's mill as soon as the rumour spread that operations were going to resume. This time again, he was not called.

The clerk in question, who has worked for the employer for almost 18 years, was

not present at the hearing, but it appears that the chairman of the board of referees telephoned him and the clerk made the following statement over the telephone:

On June 8, 1960, he was instructed by Mr. ... [the secretary-manager] to recall the night shift for June 9. However, he explained that the call was not sent out because [the secretary-manager] had called back to tell him that work would not be resumed until the following Monday, June 13.

[The clerk] related that the general foreman ... contacted the boys on Thursday and they said that they were ready to go back to work. The next Monday, [the clerk] did not recall the workmen because the strike had begun on Friday evening. He emphasized that no one actually worked before the strike, that is on Thursday, Friday, Monday and the days subsequent.

[The general foreman], upon being questioned by the chairman of the board of referees, emphasized that he had received orders to the effect that the night shift was to commence work again on Thursday and that later he had received the order to call the workmen for the following Monday. In addition, he confirmed the fact that no employees of the night shift worked either on Thursday, Friday, Monday or the days following.

The same clerk is also alleged to have said that the employees had all "reported" for work on Thursday evening but that he had told them then that the work would not resume until the following Monday. The employees of the night shift who testified flatly denied having gone to the sawmill on Thursday evening; furthermore, they declared that they did not take part in the picketing of the sawmill.

On September 21, 1960, the board of referees rendered the following unanimous decision:

... The members of the board of referees have carefully examined the exhibits placed on record and have taken into consideration all the testimonies given, more particularly those of the president of the *Syndicat National des Travailleurs de Girardville*, of its business agent and the employer.

The members are unanimous in their belief that the claimant who belongs to the night shift was unemployed at the time of the strike and that he had not worked, either the day before the strike, or on Saturday or on the following Monday or subsequent days.

The employer explained that the definite recall of the night shift had been set for June 13, 1960. Consequently, the members are of the opinion that the claimant was unemployed until June 13 and that it is only from this date that they should give an opinion as to whether the claimant should be considered eligible for unemployment insurance benefits.

The members of the board of referees have carefully analyzed and examined section 63 of the Act and more particularly subsection (2) and paragraph 2(a)(b). They are of the opinion that the claimant has fulfilled all the conditions of subsection 2(a). In fact, the claimant did not participate in the stoppage of work (as he, himself, declared), did not finance it (as stated by the business agent), and was not directly interested in it (as proved by the facts as a whole).

As to paragraph 2 (b), the members placed great stress on the meaning to be given to the following words "grade or class of workers", because the Act gives no exact indication as to the meaning and application of that expression, but it seems reasonable to assume that those workers who render the same kind of services or who work at the same rate and under the same conditions in the same establishment are of the same grade or class (CUB-1419).

In other words, the members came to the conclusion that this expression refers generally to the class of workers who have common interests in a labour dispute from the standpoint of their conditions of employment, work and wages and that a distinction between the night shift and the day shift is only one of internal administration established by the employer and does not affect the type of occupation or operations.

Governed by these principles, the members must conclude that the claimant and his fellow workmen belonged to a grade or class of workers that, immediately before the commencement of the stoppage of work, included members who participated in, financed, or were directly interested in the labour dispute.

Thus, the claimant could not fulfil that essential condition of subsection 2 (b) of section 63 of the Act and we must conclude that he lost his employment by reason of a stoppage of work attributable to a labour dispute. For all those reasons, the members, after deliberation, unanimously decide to confirm the decision of the insurance officer.

*Le Syndicat National des Travailleurs de Girardville Inc.* appealed to the Umpire on October 17, 1960. In forwarding the appeal documents to the Registrar on November 24, the Chief of the Adjudication Division of the Unemployment Insurance Commission made the following observations:

1. The evidence concerning the recall to work of the night shift is contradictory. However, it is clear that the union knew that the night shift was to resume work on the night of June 10, 1960, because it agreed with the employer that work would not be resumed until the night of June 13, in order to facilitate the holding of the meeting of June 10 (Exhibit No. 6, page 5). Moreover, the evidence of the employer's representatives shows clearly that the employees of the night shift had been notified that the work would resume definitely on June 13 (Exhibit No. 6, page 7).

2. After hearing the witnesses, the board of referees expressed its opinion on that particular fact and held that the workers of the night shift had been specifically recalled to work for June 13.

3. The board of referees decided that the claimant was not directly interested in the dispute. However, he belongs to the group of employees for whom the union has the bargaining agent's certificate issued by the Labour Relations Board and for whom the union demanded negotiations with the employer. He is therefore directly interested in the dispute and does not meet the conditions of section 63 (2) (a) of the Act.

4. On the other hand, the board of referees rightly held that the claimant had not proved the conditions of section 63 (2) (b).

The union requested a hearing, which was held at Quebec on January 26, 1961. Those present were: M. Lemay of the

Central Council of Catholic Unions of Quebec Inc.; G. Larouche, business agent of the union; M. Lavoie, president of the union and the claimant. The Commission was represented by its Legal Adviser, C. Dubuc.

Either during the hearing or in the brief which he forwarded to the Umpire on February 14, 1961, Mr. Lemay submitted, among other things, that according to the most reliable evidence the claimant had been unemployed since April 9, 1960 "by reason of a general lay-off" and that he was still unemployed and had not been recalled to work at the time of the strike. This also applied to all the other employees of the night shift.

Mr. Dubuc replied that, even if it had been proved that no one had been recalled to work individually, the fact that the union had asked for a delay in the recall in order to hold a meeting to consider the employer's offer constituted a "constructive" recall through the union, which was the agent of all the employees and which represented them in its request for an adjournment of the recall. Thus the fact that the night shift did not return to work on June 13 was attributable to the labour dispute.

When sending his brief to the Registrar of the Umpire, Mr. Lemay forwarded at the same time an affidavit from each of the claimants involved in this case. Each affidavit reads in part as follows:

1. On or about June 10, 1960, I was not called back to work for (the X... Company).

2. I was not called by the Company representatives nor by any other person.

3. I did not know and I could not know at what time the second shift to which I belonged was going to resume operations.

**Considerations and Conclusions:** Section 63 of the Act reads in part as follows:

- (1) An insured person who has lost his employment by reason of a stoppage of work attributable to a labour dispute at the factory, workshop or other premises at which he was employed, is disqualified from receiving benefit until
- (a) the termination of the stoppage of work...

The evidence shows that beginning June 10, 1960, the employer had night work for about 40 workmen in addition to the work which had been done in the daytime at the sawmill since the 27th of the previous month. The decision of the employer to postpone the resumption of night work until June 13, a decision which he made at the request of the union for reasons directly connected with the labour dispute in progress, was therefore for the purposes of the dispute. As a consequence, the inactivity of the sawmill on the evening of

June 10 and subsequently, constituted "a stoppage of work attributable to a labour dispute" within the meaning given to that term in the section quoted above. The only question to be decided, therefore, is whether the claimants "were employed" at the sawmill when the stoppage of work occurred or whether they became employed at some moment during the said stoppage.

According to the jurisprudence established with regard to employees temporarily laid off before the commencement of a stoppage of work for reasons extraneous to the dispute to which the stoppage is attributable, it is necessary, in order that the provisions of section 63 (1) give rise to a disqualification from receipt of benefit in their case, to be able to conclude with certainty, from the circumstances, that the said employees would have had work with their employer beginning on a specific day during the stoppage.

Now, there is no such certainty with regard to the claimants in this case. Even in regarding that it was established, which is far from being so, that each of them could not be unaware of the fact that the sawmill was to resume operations on the night of the 10th or 13th of June, it is not at all certain that each of them would have had work there if he had reported on

those days, even if there had been no strike; in fact, the evidence shows that when the employer announced the resumption of his operations, "enough men usually reported to operate two mills" like the one at Girardville. Now, as the employer was not yet bound by any agreement concerning the preference to be given in hiring and, still according to the evidence, he sometimes preferred hiring neighbours, friends and relatives rather than old employees, it is impossible not only to affirm that the employer would have hired any one of the claimants in particular, but also to point out with certainty which of them he would have hired on the night of June 10 or subsequently, and more so as none of them had signed the usual engagement form.

In view of the foregoing I consider that the insurance officer, on whom rested the onus of proof, has not established satisfactorily that the claimants interested in this case "were employed" at the sawmill and that as a result they lost their employment by reason of the stoppage of work attributable to the labour dispute that occurred at the sawmill on the 10th or 13th of June 1960.

For these reasons, I decide to reverse the decision of the board of referees and to allow the appeal.

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## Summer Employment Opportunities for Undergraduates Scarce

The demand for skills, training, and experience that is a characteristic of the current labour market is reflected in the summer job situation as well: no difficulties are experienced in the placement of graduate students and university graduates this year, but summer employment opportunities for undergraduates, both men and women, continue to be scarce.

The National Employment Service reported in regional summaries of employment conditions that summer openings for students did not match the demand except for upper years in technical courses.

Officers of the National Employment Service contacted prospective employers in all regions, but up to the end of April, job offers were slow in coming.

On the other hand, the great majority of graduating students, particularly in engineering and science, had been offered permanent employment as academic terms were reaching their final stage.

A similar situation is reported in the United States, where the level of unemployment is seen as one of the causes for the scarcity of summer jobs traditionally filled by undergraduate students. Even the openings for camp counsellors, resort hotel employees, and ice-cream salesmen are down from the past years, with employers indicating a preference for more experienced workers from the ranks of the unemployed.

At the same time, outlooks for graduates at all levels who have completed their training continue to be very good. This is interpreted as additional evidence of the importance of increased education and specialized training.

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"Parents should either leave their children a large inheritance or see that they take advantage of their opportunities and learn how to make a living," Mrs. Esther Peterson, Director of the U.S. Women's Bureau and Assistant to the U.S. Secretary of Labor, told the General Federation of Women's Clubs at their National Convention. "Tomorrow's labour force is going to be made up almost entirely of people with skills—and for these people there will be plenty of opportunities in the 60's and 70's. But for the unskilled—the prospect is a life of idleness, which most of them will not be able to afford or enjoy."



# LABOUR CONDITIONS IN FEDERAL GOVERNMENT CONTRACTS

## Wage Schedules Prepared and Contracts Awarded during April

### Works of Construction, Remodelling, Repair or Demolition

During April the Department of Labour prepared 251 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition. In the same period a total of 183 contracts in these categories was awarded. Particulars of these contracts appear below.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned or to others who have a *bona fide* interest in the execution of the contract.

(The labour conditions included in each of the contracts listed under the heading provide that:

(a) the wage rate for each classification of labour shown in the wage schedule included in the contract is a minimum rate only and contractors and subcontractors are not exempted from the payment of higher wages in any instance where, during the continuation of the work, wage rates in excess of those shown in the wage schedule have been fixed by provincial legislation, by collective agreements in the district, or by current practice;

(b) hours of work shall not exceed eight in the day and 44 in the week, except in emergency conditions approved by the Minister of Labour;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of eight per day and 44 per week;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

### Contracts for the Manufacture of Supplies and Equipment

Contracts awarded in April for the manufacture of supplies and equipment were as follows:

Department	No. of Contracts	Aggregate Amount
Defence Production .....	101	\$459,857.00
Post Office .....	9	119,256.00
R.C.M.P. ....	11	155,600.22

The Fair Wages and Hours of Labour legislation of the federal Government has the purpose of insuring that all Government contracts for works of construction and for the manufacture of supplies and equipment contain provisions to secure the payment of wages generally accepted as fair and reasonable in each trade or classification employed in the district where the work is being performed.

The practice of Government departments and those Crown corporations to which the legislation applies, before entering into contracts for any work of construction, remodelling, repair or demolition, is to obtain wage schedules from the Department of Labour showing the applicable wage rate for each classification of workmen deemed to be required in the execution of the work.

These wage schedules are thereupon included with other relevant labour conditions as terms of such contracts to be observed by the contractors.

Wage schedules are not included in contracts for the manufacture of supplies and equipment because it is not possible to determine in advance the classifications to be employed in the execution of a contract. A statement of the labour conditions which must be observed in every such contract is however, included therein and is of the same nature and effect as those which apply in works of construction.

Copies of the federal Government's Fair Wages and Hours of Labour legislation may be had upon request to the Industrial Relations Branch of the Department of Labour, Ottawa.

(The labour conditions included in contracts for the manufacture of supplies and equipment provide that:

(a) all persons who perform labour on such contracts shall be paid such wages as are currently paid in the district to competent workmen; and if there is no current rate, then a fair and reasonable rate; but in no event shall the wages paid be less than those established by the laws of the province in which the work is being performed;

(b) the working hours shall be those fixed by the custom of the trade in the district, or if there be no such custom, then fair and reasonable hours;

(c) overtime rates of pay may be established by the Minister of Labour for all hours worked in excess of those fixed by custom of the trade in the district, or in excess of fair and reasonable hours;

(d) no person shall be discriminated against in regard to employment because of his race, national origin, colour or religion, nor because he has made a complaint with respect to alleged discrimination.)

## Wage Claims Received and Payments Made during April

During April the sum of \$1,634.04 was collected from three contractors for wage arrears due their employees arising out of the failure of the contractors, or their sub-contractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditions forming part of their contract. This amount is for distribution to the six workers concerned.

## Contracts Containing Fair Wage Schedules Awarded during April

(The labour conditions of the contracts marked (\*) contain the General Fair Wages Clause providing for the observance of current or fair and reasonable rates of wages and hours of labour not in excess of eight per day and 44 per week, and also empower the Minister of Labour to deal with any question which may arise with regard thereto.)

### Department of Agriculture

*Harrow Ont:* Lord & Burnham Co Ltd, supply & erection of greenhouses, Research Station. *near Outlook Sask:* Bedford Construction Co Ltd, construction of embankment, stage 3, South Saskatchewan River Dam. *Lethbridge Alta:* Borger Bros Ltd, installation of sanitary sewage disposal system, Research Station.

### Atomic Energy of Canada Limited

*Chalk River Ont:* John Kovacs, \*filling & taping joints in gyproc & plywood wall board of Bldg 457; Smith Construction Co (Arnprior) Ltd, rebuilding & resurfacing of plant road, approx 5.5 miles.

### Central Mortgage and Housing Corporation

*Montreal North Que:* M J Lalonde Ltd, \*recovering kitchen floors & counter tops. *Ajax Ont:* T J C Home Products Ltd, \*supply & installation of aluminum combination storm & screen windows in Roosevelt Ave Apts. *Ottawa Ont:* A R Tremblay, \*installation of floor covering, Laurentian Terrace. *Pembroke Ont:* C W McGuinty & J B Lafrance, \*plumbing & heating (1/48 & 1/54). *Sarnia Ont:* R W McKay Construction Co Ltd, construction of 120 units (FP 2/58). *Vancouver B C:* Grandview Chimney Service, \*maintenance of coal & wood furnaces, Frasersview & Renfrew Terraces; Sandover Floors, \*sanding of floors in various houses; Gorrie & Sons, \*installation of heavy duty range boilers, Vancouver Terraces; Arli Contracting, \*replacement of kitchen counter tops in apts; F Brown, \*erection of clothes line poles, various houses; Fox Painting & Decorating, \*interior decorating, Vancouver & New Westminster apts.

### Defence Construction (1951) Limited

*Summerside P E I:* B & H Metal Industries Co Ltd, supply & erection of structural steel for extension to cantilever hangar, RCAF Station. *Dartmouth N S:* Universal Electric, Division of Univex Electrical Construction & Engineering Ltd, rebuilding of electrical power & telephone systems, HMCS *Shearwater*; Edward Wm Mosher, alterations to diving training school bldg. *Clinton Ont:* C A McDowell & Co, construction of Chapel with outside services, RCAF Station. *Uplands Ont:* M J Sulphur & Sons Ltd, alterations to CHP, connecting up additional boiler & installation of new equipment, RCAF Station. *Churchill Man:* Richards-Wilcox Canadian Ltd, installation of power drive for hangar doors, RCAF Station. *Esquimalt B C:* E Sawchuk Construction, construction of retaining wall for parade ground, HMCS *Naden*.

### Building and Maintenance

*Chatham N B:* North Shore Construction Ltd, repairs to runway & taxiway, RCAF Station. *Longue Point Que:* Frost Steel & Wire Co (Quebec) Ltd, supply & erection of

chain link fence, barrack area. *Montreal Que*: AlSCO Montreal Inc, supply & installation of 311 aluminum storm windows & screens at HQ, Quebec Command. *Centralia Ont*: Walmsley Bros Ltd, placing asphalt surface on runway, RCAF Station. *Kingston Ont*: McBride & Marrison, installation of wooden stairways in 150 PMQ's & replacement of heating ducts in 32 quarters, Fort Henry Heights. *Lakeview Ont*: Toronto Building Cleaning & Tuckpointing Ltd, repairs to exterior masonry walls, warehouses 1 & 2. *Ottawa Ont*: Kenden Builders Ltd, construction of two structures (collapse set & smoke house), Connaught Rifle Range. *Rockcliffe Ont*: Star Steel Works, structural steel reinforcing of leanto in bldg 121 (drill hall), RCAF Station. *Toronto Ont*: Smith & Long Ltd, rewiring & relighting of Fort York Armoury. *Winnipeg Man*: McAllister Contracting Co Ltd, construction of aircraft control offices in hangar No 16, RCAF Station. *Greater Winnipeg Man*: Ernest Robert Anderson, installation of sirens. *Whitehorse Y T*: Dawson, Wade & Co Ltd, asphalt paving of Range Road, Camp Takhini.

### Department of Defence Production

*Halifax N S*: Canadian Johns-Mansville Co, replacement of combustible ceilings in certain locations of Administration Bldg No S-17, HMCS *Stadacona*. *Sydney N S*: M R Chappell Ltd, renewal of built-up tar & gravel roof, Bldg No 44-2, Point Edward Naval Base; M R Chappell Ltd, renewal of built-up tar & gravel roof, Bldg No 44-1, Point Edward Naval Base. *Kingston Ont*: Kingsport Mechanicals Ltd, supply & installation of disinfectant at Canadian Forces Hospital. *Oakville Ont*: Droge Construction Ltd, exterior & interior repairs, Armoury. *Ottawa Ont*: Wm D'Aoust Construction Ltd, repairs to bldgs at Connaught Rifle Range. *Winnipeg Man*: Maple Leaf Construction Ltd, repairs & resurfacing of asphalt roads at RCAF Station & Transmitter Sites, Winnipeg, Headingly & Transcona. *Ralston Alta*: Ed's Excavation, excavation & concrete work at Suffield Experimental Station. *Esquimalt B C*: Farmer Construction Ltd, construction of addition to Bldg No 213, HMC Dockyard.

### Department of Justice

*St Vincent de Paul Que*: Tyver Ltd, construction of shop bldg No 14, New Institution (Quebec). *Collins Bay Ont*: James Kemp Construction Ltd, construction of farm camp type "A" bldg No F-32.

### Department of Mines and Technical Surveys

*Halifax N S*: Purdy Bros Ltd, \*installation of winch & other equipment on CHS *Baffin*. *Selkirk Man*: Purvis Bros Boats, \*refit, alteration & repair of CHL *Coot*; Purvis Bros Boats, \*refit & repair of CHL *Sandpiper*. *Edmonton Alta*: Yellowknife Transportation Co Ltd, \*repair of hydrographic barge.

### National Harbours Board

*Montreal Que*: Bedard-Girard Ltd, installation of directional lane signals, Jacques Cartier Bridge; Guy Leveille, construction of offices & facilities at Elevator No 2; Beaver Asphalt Paving Co Ltd, construction of bituminous concrete paved road, Sections 51-56. *Churchill Man*: Drake Construction Co Ltd, construction of wharf extensions.

### Department of Northern Affairs and National Resources

*Prince Edward Island National Park P E I*: Douglas Bros & Jones Ltd, \*well drilling, Stanhope Campground; Douglas Bros & Jones Ltd, \*supply & installation of plumbing & heating in stores bldg; Burke Electric Ltd, \*supply & installation of electrical materials in stores bldg. *Cape Breton Highlands National Park N S*: Russell M Hopper, \*well drilling, Lone Sheiling Development. *Fundy National Park N B*: Paul's Plumbing & Heating, installation of plumbing & heating systems in two toilet & shower bldgs; Wallace & Tiernan Ltd, \*supply & installation of chlorination system for sewerage effluent. *Quebec Que*: Bedard-Girard Ltd, \*restoration of lights, Kent & St Louis Gates. *Riding Mountain National Park Man*: Patrick Construction Co Ltd, construction of water & sewer system. *Prince Albert National Park Sask*: Mechanical Dry Wall (Saskatoon) Ltd, \*mechanical taping of dry walls in three double houses, Waskesiu Townsite. *Wood Buffalo Park Alta*: Durall Ltd, supply & installation of mechanical services in Buffalo Abattoir, Hay Camp; Hillas Electric, supply & installation of electrical services in Buffalo Abattoir, Hay Camp. *Fort Langley B C*: O J Carlson & Son Ltd, \*heating installation in Officers' Quarters



Bldg. *Yoho National Park B C*: Shaw Construction Co Ltd, crushing & stockpiling of approx 20,000 tons of gravel.

## Department of Public Works

*Bonavista (Mockbeggar) Nfld*: William A Trask Ltd, wharf repairs. *Jackson's Arm Nfld*: Benson Builders Ltd, wharf reconstruction. *Ellerslie P E I*: R H Rankin Construction, erection & completion of laboratory bldg & related work, Fisheries Research Board. *Georgetown P E I*: L G & M H Smith Ltd, repairs to Queen's Wharf. *Summerside P E I*: Diamond Construction (1955) Ltd, wharf improvements. *Bay St Lawrence N S*: MacDonald & MacKeigan, harbour improvements. *Chapel Cove N S*: Stanley Reid, groyne extension. *Halifax N S*: Fundy Construction Co Ltd, construction of storage bldg (Mitchell Bldg) for Fisheries Research Board. *Margaree Harbour N S*: Albert MacDonald, east breakwater repairs. *West Berlin N S*: Colin R MacDonald Ltd, breakwater reconstruction. *Andover N B*: Edwin S Green, alterations to canopies, Customs & Immigration Bldg. *Clair N B*: Belanger Construction, repairs to canopies at Customs-Immigration Bldg. *North Head N B*: Diamond Construction Co Ltd, wharf extension. *Saint John (Negro Point) N B*: Lofstrom Construction Co Ltd, breakwater extension. *Cap Rouge Que*: Les Entreprises Cap-Diamant Ltd, construction of protection works. *Deschailions Que*: Demers & Bordeleau Enrg, construction of protection works. *Marsoui Que*: Gulf Maritime Construction Ltd, wharf reconstruction. *Matane Que*: Allmo Paving Ltd, construction of retaining wall. *Montreal Que*: Giarid Construction Co Ltd, alterations to basement & first floor, Postal Terminal; Louis Donolo Inc, extension & modernization (Phase 2), Central Heating Plant, Queen Mary Veterans' Hospital. *Romaine Que*: Gulf Maritime Construction Ltd, construction of wharf. *Ste Emmelie (Leclercville) Que*: Plessis Construction Ltd, construction of protection works. *St Jean I O Que*: Les Entreprises Cap Diamant Ltee, construction of protection works. *Saint Laurent I O Que*: Les Travaux de Saint Laurent Enr, construction of retaining wall. *St Romuald Que*: Arthur Simoneau, extension to protection wall. *Cannington Ont*: L T Braunton & Co Ltd, addition & alterations to Post Office Bldg. *Mattawa Ont*: Paul M Lechlitner, wharf extension. *Moose Factory Ont*: Pulsifer Construction Ltd, construction of post office bldg. *Ottawa Ont*: Perini Ltd, additions & alterations, West Block, Parliament Bldgs; Stanley G Brookes, supply & installation of emergency electrical power generator, "A" Bldg, Cartier Square; Gendron Plumbing & Heating Co Ltd, supply & installation of two hot water tanks, Virus Laboratory, Tunney's Pasture; Shore & Horwitz Construction Co Ltd, general alterations & repairs in certain areas throughout 552 Booth St; Beaudoin Construction Ltd, alterations to certain areas in Norlite Bldg, Wellington St; Federal Plumbing & Heating, supply & installation of cold water mains, & related work, "C" Bldg, Cartier Square; Beaudoin Construction Ltd, alterations to steel partitioning, Trade & Commerce Bldg, Wellington St. *Sault Ste Marie Ont*: McLarty Bros & Brody Ltd, wharf repairs. *Toronto Ont*: Westeel Products Ltd, supply & erection of steel-glass partitions, etc, William Lyon Mackenzie Bldg. *Playgreen Man*: Surety Construction Co Ltd, alterations & additions to Indian day school, Indian Affairs Branch, Dept of Citizenship & Immigration. *Winnipeg Man*: A H Reynolds, removal of ashes & garbage from federal bldgs; Modern Building Cleaning Service of Canada Ltd, cleaning interior of General Post Office Bldg. *Fort Qu'Appelle Sask*: Klassen Construction Ltd, construction of staff residence, Indian Hospital, for Dept of Health & Welfare. *Calgary Alta*: Grange Construction Co, alterations for Dept of Mines & Technical Surveys, fourth floor, Customs Bldg. *Habay Alta*: Smithway Plumbing, installation of plumbing system, Nursing Station. *Jasper National Park Alta*: Dawson, Wade & Co Ltd, grading, culverts, base course, prime & seal coat, Mile 105 to 115.0, Banff-Jasper Highway; Square M Construction Ltd & Coleman Collieries Ltd, grading, culverts & granular base course, Mile 125 to 139.2, Banff-Jasper Highway. *Bella Bella B C*: S R Kirkland Construction Co Ltd, harbour improvements. *Esquimalt B C*: Pacific Pile-driving Co Ltd, float renewal, Magazine Jetty. *Glacier National Park B C*: Dawson, Wade & Co Ltd, & Peter Kiewit Sons Co of Canada Ltd, supply & erection of precast concrete units for Len's & Tupper No 3 Snowsheds; Mamczasz Construction Ltd, sub-base (class 3) Mile 7 to Mile 17, Trans-Canada Highway; McNamara Construction Western Ltd, bituminous stabilized base course, Mile 0 to Mile 27.3, Trans-Canada Highway. *New Westminster B C*: Allan & Viner Construction Ltd, alterations to 3rd & 4th floors, federal bldg. *Okeover Arm B C*: Parsons Tractor Service Ltd, construction of breakwater. *Salmon Arm B C*: David Howrie Ltd, additions & alterations to federal bldg. *Tofino B C*: Sawchuk Construction, harbour improvements (fishermen's landing approach & wharfhead reconstruction). *Vancouver B C*: C J Oliver Ltd, construction of Postal Station "F"; State Construction & Engineering Ltd, alterations to basement, etc, Customs Bldg, for Dept of

National Revenue. *Dawson Y T*: Vancouver Pile Driving & Contracting Co Ltd, construction of Ogilvie Bridge. *near Stewart Crossing Y T*: Vancouver Pile Driving & Contracting Co Ltd, construction of McQueston River Bridge & approaches. *Watson Lake Y T*: General Construction Co Ltd, grading, culverts & bridges, Mile 34.8 to Mile 68.2, Northerly Development Road. *Yellowknife to Mackay Lake N W T*: Western Construction & Lumber Co Ltd, construction of Development Road, Mile O to Mile 20.

### Contracts Containing the General Fair Wages Clause

*Lamaline Nfld*: The J P Porter Co Ltd, dredging. *St John's Nfld*: McNamara Industries Ltd, construction & supply of dipper arm for Dredge No 22. *Naufrage P E I*: L E Wellner, Jr, dredging. *Arisaig N S*: Colin R MacDonald Ltd, dredging. *Ballantyne's Cove N S*: Colin R MacDonald Ltd, dredging. *Cribbin's Point N S*: Colin R MacDonald Ltd, dredging. *Livingstone's Cove N S*: Colin R MacDonald Ltd, dredging. *Pictou N S*: Ferguson Industries Ltd, repairs & renewals to Dredge PWD No 20; Ferguson Industries Ltd, repairs to Tug "Canso"; Ferguson Industries Ltd, construction & delivery of 8 inch pipeline dredge to replace Dredge No 125. *Matane Que*: McNamara Marine Ltd, dredging. *Montreal Que*: Prieur Entreprises Inc, construction of covered passageway, Public Works Bldg. *Quebec Que*: Roger Vezina, general alterations to Champlain Harbour Station; La Cie F X Drolet, repairs to Dredge PWD No 130. *Sorel Que*: Marine Industries Ltd, dredging. *Rimouski Que*: McNamara Marine Ltd, dredging. *Brampton Ont*: A R King Co Ltd, alterations to federal bldg. *Cobourg Ont*: Russell Construction Ltd, dredging. *Hamilton Ont*: The J P Porter Co Ltd, dredging East approach to Terminal Wharf No 3; The J P Porter Co Ltd, dredging West approach to Wellington St Wharf. *Oshawa Ont*: Marine Pipeline & Dredging Ltd, dredging. *Ottawa Ont*: J R Statham Construction Ltd, installation of ventilation system, Parliament Bldgs; Rideau Construction, alterations to Sovereign Bldg; Bun Wiseman, alterations to Plaza Bldg; Broder Electric, improvement to lighting system, Hunter Bldg; Trudel & McAdam Ltd, alterations to windows, 588 Booth St; Sanco Ltd, disinfecting of washrooms, various bldgs; Gendron Plumbing & Heating, supply & installation of hot water storage tank, Plant Products Bldg, CEF; R A Bingham, alterations to British American Bank Note Bldg; J R Statham Construction Ltd, general alterations to Canadian Bank Note Bldg; Federal Plumbing & Heating, supply & installation of water supply system, Research Institute, CEF; Andre Lalonde, installation of unit heaters, Tunney's garage, Tunney's Park. *Owen Sound Ont*: Russell Bros Ltd, construction & delivery of 8 inch pipeline dredge to replace Dredge No 4. *Port Burwell Ont*: McNamara Marine Ltd, dredging. *Port Hope Ont*: Simcoe Dock & Dredging Ltd, dredging. *Port Stanley Ont*: Ontario Marine & Dredging Ltd, dredging. *Toronto Ont*: C A Frazer Ltd, moving furniture, Arthur Meighen Bldg; C A Frazer Ltd, moving furniture, UIC Bldg; C A Frazer Ltd, moving furniture, Arthur Meighen Bldg. *Riverton Man*: River Boat Works, construction & delivery of two service tugs for Dredges DPW Nos 252 & 253. *Sumas to Hope B C*: Fraser River Dredging Co Ltd, dredging, Fraser River; Scuffler Dredge Co Ltd, dredging, Fraser River. *Vancouver B C*: Allied Builders Ltd, construction & delivery of inspection vessel; McKenzie Barge & Marine Ways Ltd, overhaul of PWD Workboat "Essington II".

### Department of Transport

*Cape Ray Nfld*: Beauchamp Hardware Ltd, construction of single dwelling. *Point la Haye Nfld*: Spracklin & Reid Ltd, construction of two single dwellings & combined fog alarm bldg & light tower & demolition of existing bldgs. *Machias Seal Island N B*: McDowell & Cook, construction of single dwelling. *Cape Gaspe Que*: Arthur Lafontaine, construction of two single dwellings. *Forestville Que*: Leopold Fortin, construction of NDB Bldg & related work. *Montreal Que*: Fontaine Nursery Farms Ltd, landscaping of terminal area, International Airport. *Quebec, Que*: Les Serres de Charlesbourg Ouest, Enr, landscaping, Airport. *Sorel Que*: Marine Industries Ltd, \*prefabrication of portable Marine Railway. *Owen Sound Ont*: Russel Bros Ltd, \*construction of diesel engine & passenger ferry & workboat for service between Christian Island & Cedar Point Wharf. *St James Man*: Commonwealth Construction Co Ltd, construction of Air Terminal Bldg, Winnipeg International Airport. *Calgary Alta*: Standard Gravel & Surfacing Co of Canada Ltd, construction of runway & taxiways, Airport. *Port Hardy B C*: Bennett & White Construction Co Ltd, construction of Air Terminal Bldg, Doppler VOR Bldg, Hydrogen Generator Bldg & other related works.

### Projects Assisted by Federal Loan or Grant

*Don River Ont*: Scott-Jackson Construction Ltd, construction of sanitary trunk sewer. *Weston Ont*: Sam Cosentino Ltd, construction of sanitary trunk sewer.



# PRICES AND THE COST OF LIVING

## Consumer Price Indexes, May 1961

The consumer price index (1949=100) decreased 0.1 per cent from 129.1 to 129.0 between April and May as a result of a decline of 0.6 per cent in the food index combined with a drop of 0.2 per cent in the housing index\*. The health and personal care, and tobacco and alcohol indexes were unchanged, while the clothing, transportation, and recreation and reading indexes rose 0.4 per cent, 0.6 per cent and 0.3 per cent, respectively.

The food index moved from 123.9 to 123.2 as lower prices were reported for a wide range of items including eggs, beef, pork, lamb, chicken, turkey, oranges, jam, lard, canned and frozen vegetables, tomato juice, and frozen orange juice. These price declines more than balanced higher prices for most fresh vegetables, apples, grapes, coffee, and processed cheese.

The housing index decreased from 133.2 to 132.9 as the shelter component was unchanged but the household operation index declined 0.6 per cent. In shelter, the rent index was unchanged for the fifth successive month; the home-ownership index edged up fractionally as higher prices for new houses and repair items offset lower premiums for property insurance.

The decline in the household operation index reflected lower prices for coal and fuel oil, as well as price decreases in most other groups. In household services, lower prices were reported for insurance on household effects.

The clothing index rose from 111.9 to 112.4 as a result of increases in prices for women's wear and footwear. Men's wear and piece goods were unchanged, while the index for children's wear declined.

The transportation index moved up to 141.8 from 141.0, with an increase in the automobile operation index resulting from a 6.8-per-cent rise in automobile insurance premiums combined with some upward movement in gasoline prices. New passenger car prices declined by 0.7 per cent.

The health and personal care index was unchanged at 155.3. Minor price increases in some personal care supplies and services,

including haircuts, were not sufficient to affect the index.

The recreation and reading index increased to 146.0 from 145.5 as a result of higher prices for theatre admissions and toys in the recreation index; the reading index was unchanged.

Fractionally higher prices for cigarette tobacco, beer and liquor were not significant enough to move the tobacco and alcohol index, which remained at its April level of 115.8.

## City Consumer Price Indexes, April 1961

Consumer price indexes for 10 regional cities (1949=100) showed mixed results between March and April. Four of the ten were higher, three were lower and three unchanged†.

Increases ranged from 0.2 per cent in both Saint John and Vancouver to 0.4 per cent in Halifax; decreases amounted to 0.2 per cent in Montreal and 0.4 per cent both in Ottawa and Toronto.

Food indexes were lower in all regional cities except St. John's and Vancouver. Shelter indexes were steady, remaining unchanged in seven of the ten regional cities and declining fractionally in the remaining three.

Clothing indexes were up in six cities from the preceding month and remained unchanged in the other four. Household operation indexes rose in seven cities, declined in one and were unchanged in two. Other commodities and services indexes were higher in seven cities, lower in two and unchanged in the remaining regional city.

Regional consumer price index point changes between March and April were as follows: Halifax +0.5 to 128.5; St. John's +0.3 to 116.8\*; Vancouver +0.3 to 129.9; Saint John +0.2 to 129.9; Ottawa -0.5 to 129.6; Toronto -0.5 to 130.4; Montreal -0.3 to 128.7. Winnipeg, Saskatoon-Regina and Edmonton-Calgary remained unchanged at 127.0, 124.8 and 124.5 respectively.

†See Table F-2 at back of book.

\*On base June 1951=100.

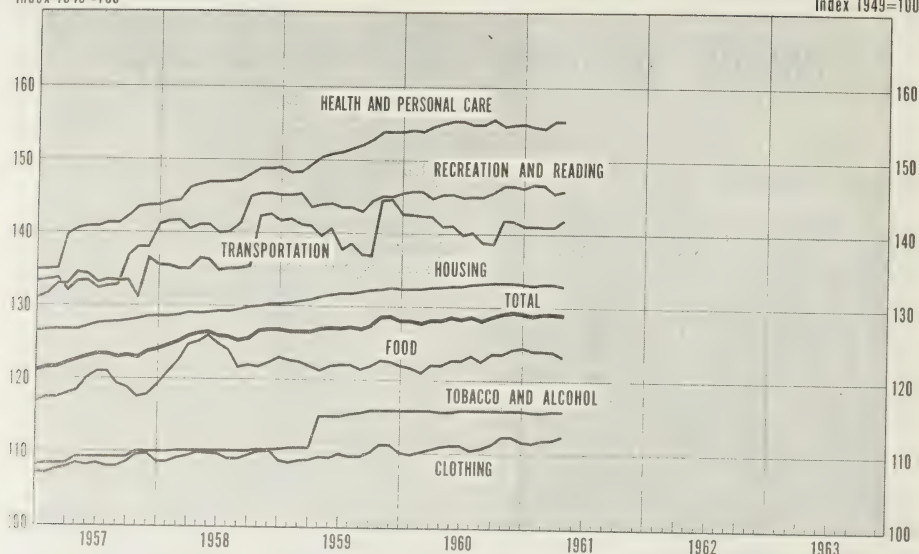
\*See Table F-1 at back of book.



# CONSUMER PRICE INDEX

Index 1949=100

Index 1949=100



## Wholesale Price Index, March 1961

Canada's general wholesale price index (1935-39=100) stood at 231.3 in March, 0.1 per cent lower than the February index of 231.6 but 0.6 per cent higher than last year's March index of 229.8. Compared with the preceding month, three major group indexes were lower, and the remaining five were higher.

The animal products group index declined 1.3 per cent to 256.2 in March from 259.6 in February; the vegetable products group index, 0.7 cent to 200.1 from 201.6. The wood products group index was only slightly lower at 301.6 versus 301.7.

Indexes for the remaining five major groups were slightly higher in March. Group indexes were: textile products, 233.1 (232.6 in February); non-ferrous metals, 174.6 (174.4); non-metallic minerals, 186.3 (185.9); chemical products, 188.1 (187.9); and iron products, 256.7 (256.6).

The residential building materials price index (1935-39=100) moved up to 293.7 in March from 291.9 in February; on the base 1949=100, to 128.8 from 128.0. The non-residential building materials price index (1949=100) rose to 131.7 from 131.6.

## Wholesale Price Index, February 1961

Canada's general wholesale price index (1935-39=100) edged up 0.1 per cent in February to 231.6 from 231.3 in January and was 0.6 per cent above last year's February index of 230.2. Four major group indexes were higher and four lower in February than in the preceding month.

The textile products group index rose 1.0 per cent to 232.6 from 230.3; the iron products group index rose 0.6 per cent to 256.6 from 255.1; the animal products group index advanced 0.4 per cent to 259.6 from 258.5; and the vegetable products group index edged up 0.2 per cent to 201.6 from 201.2.

The non-ferrous metals group index declined 1.0 per cent to 174.4 from 176.2; the wood products group index fell 0.4 per cent to 301.7 from 302.9. Other decreases were 0.2 per cent or less for non-metallic minerals (to 185.9 from 186.3) and chemical products (to 187.9 from 188.0).

## U.S. Consumer Price Index, April 1961

The United States consumer price index (1947-49=100) remained unchanged between mid-April and mid-March at a record level of 127.5 first reached last December. A record rise in used automobile prices for this season and increases in charges for fruits and vegetables, movie tickets and health insurance were balanced by declines in the prices of gasoline, women's clothing, new autos, meats, poultry and eggs.

Prices in April averaged 1 per cent higher than in April 1960, the narrowest gap compared with the same month in the previous year for nearly two years.

## U.K. Index of Retail Prices, March 1961

The United Kingdom index of retail prices (Jan. 17, 1956=100) rose from 112.3 to 112.7 between mid-February and mid-March. At this level it was 3 points above the level of March 1960.

# Publications Recently Received in Department of Labour Library

The publications listed below are not for sale by the Department of Labour. Persons wishing to purchase them should communicate with the publishers. Publications listed may be borrowed by making application to the Librarian, Department of Labour, Ottawa. Students must apply through the Library of their institution. Applications for loans should give the number (numeral) of the publication desired and the month in which it was listed in the LABOUR GAZETTE.

List No. 152

## Annual Reports

1. BRITISH COLUMBIA. DEPARTMENT OF LABOUR. *Annual Report for the year ended December 31st, 1960.* [Victoria?] Queen's Printer, 1961. Pp. 83.

2. CANADA. BUREAU OF STATISTICS. *Eighteenth Annual Report on Benefit Periods established and terminated under the Unemployment Insurance Act, Calendar Year, 1959.* (Compiled from material supplied by the Unemployment Insurance Commission). Ottawa, Queen's Printer, 1960. Pp. 91.

3. CANADA. DEPARTMENT OF LABOUR. LEGISLATION BRANCH. *Provincial Labour Standards concerning Child Labour, Holidays, Hours of Work, Minimum Wages, Equal Pay for Equal Work, Workmen's Compensation, Fair Employment Practices and Weekly Rest-Day, December, 1960.* Ottawa, Queen's Printer, 1961. Pp. 29.

4. NEW BRUNSWICK. DEPARTMENT OF LABOUR. *Report for the Year ending March 31st, 1960.* Fredericton, 1961. Pp. 63.

5. NEW YORK (STATE). STATE COMMISSION AGAINST DISCRIMINATION. *Report of Progress; a Review of the Program for 1959.* New York (1960?) Pp. 144.

6. SASKATCHEWAN. DEPARTMENT OF LABOUR. *Sixteenth Annual Report for the Twelve Months ended March 31, 1960.* Regina, Queen's Printer, 1961. Pp. 120.

7. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Annual Bulletin of Electric Energy Statistics for Europe, 1959.* Geneva, 1960. Pp. 75. English and French.

8. UNITED NATIONS. ECONOMIC COMMISSION FOR EUROPE. *Annual Bulletin of Transport Statistics for Europe, 1959.* Geneva, 1960. Pp. 112. English and French.

9. U.S. DEPARTMENT OF LABOR. WAGE AND HOUR AND PUBLIC CONTRACTS DIVISIONS. *Annual Report, 1960.* Washington, GPO, 1961. Pp. 227-270.

## Conferences

10. CANADIAN TAX FOUNDATION. *Report of Proceedings of the 14th Annual Tax Conference... Toronto, November 14, 15, 16, 1960.* Toronto, 1961. Pp. 321.

11. CANADIAN LABOUR CONGRESS. *Third Constitutional Convention, Montreal, Quebec, April 25-29, 1960.* Ottawa. [1960?] Pp. 112.

12. ONTARIO FEDERATION OF LABOUR (CLC). *Report of Proceedings, Fourth Convention, Toronto, Ontario, November 7th, 8th and 9th, 1960.* Toronto, 1961. Pp. 71.

13. ONTARIO INDUSTRIAL DEVELOPMENT CONFERENCE, TORONTO, 1960. [Papers presented to the Conference, November 24 and 25, 1960. Toronto, 1960] 1 Volume (various parts).

Theme of conference: Increased employment through accelerated industrial development.

Conference sponsored by the Trade and Industry Branch of the Ontario Dept. of Planning and Development.

## Employment Management

14. NATIONAL INDUSTRIAL CONFERENCE BOARD. *Personnel Procedure Manuals, Their Contents, Format, Preparation, Distribution,* by Geneva Seybold. New York, 1961. Pp. 123.

Analyzes the contents and format of 147 personnel procedure manuals, issued by 138 companies varying in size from 250 to 446,000 employees. Contains excerpts from several manuals.

15. U.S. BUREAU OF LABOR STATISTICS. *Health and Insurance Plans under Collective Bargaining; Surgical and Medical Benefits, Late Summer 1959.* Washington, GPO, 1960. Pp. 39.

Based on a study of 300 selected plans.

## Industrial Relations

16. GALENSON, WALTER, Ed. *Labor and Trade Unionism: an Interdisciplinary Reader* [edited by] Walter Galenson [and] Seymour Martin Lipset. New York, Wiley, 1960. Pp. 379.

A selection of articles on such various topics as union wage policy, labor markets, trade union movement, trade union monopoly, collective bargaining, the internal political activities of three unions, "strike proneness" and its determinants, and, work satisfaction.

17. SLICHTER, SUMNER HUBER. *The Impact of Collective Bargaining on Management,* by Sumner H. Slichter, James J. Healy [and] E. Robert Livernash. Washington, Brookings Institution, 1960. Pp. 982.

Some of the topics dealt with in this book are the control of hiring, union policies on training and apprenticeship, seniority, promo-

tion policies, subcontracting, pension plans, health and welfare plans, fringe benefits, supplemental unemployment benefits, wage incentives, disciplinary policies and procedures, wild-cat strikes, grievance procedures, problems and policies in high-cost plants, union-management co-operation, and negotiation of union-management contracts.

## United Nations

18. ASIA AND THE FAR EAST CONFERENCE ON ORGANIZATION AND ADMINISTRATION OF SOCIAL SERVICES, NEW DELHI, 1959. *Report*. New York, United Nations, 1960. Pp. 41.

19. SEMINAR ON EVALUATION AND UTILIZATION OF POPULATION CENSUS DATA IN ASIA AND THE FAR EAST, BOMBAY, 1960. *Seminar on Evaluation and Utilization of Population Census Data in Asia and the Far East, Bombay, India, 20 June-8 July 1960*. Organized by the United Nations in co-operation with the Government of India. New York, United Nations, 1961. Pp. 93.

20. SEMINAR ON EVALUATION AND UTILIZATION OF POPULATION CENSUS DATA IN LATIN AMERICA, SANTIAGO, 1959. *Seminar on Evaluation and Utilization of Population Census Data in Latin America, Santiago, Chile, 30 November-18 December 1959*. Organized by the United Nations in co-operation with the Government of Chile and the Inter-American Statistical Institute. New York, United Nations, 1960. Pp. 98.

21. SEMINAR ON PARTICIPATION OF WOMEN IN PUBLIC LIFE, ADDIS ABABA, 1960. *Seminar on Participation of Women in Public Life (1960) Addis Ababa, 12 to 23 December 1960*. New York, United Nations, 1961. Pp. 38.

22. SEMINAR ON REHABILITATION OF THE PHYSICALLY HANDICAPPED FOR PARTICIPANTS FROM LATIN AMERICAN COUNTRIES, COPENHAGEN, 1959. *Seminar on Rehabilitation of the Physically Handicapped for Participants from Latin American Countries, Copenhagen, Denmark, 21 June to 24 July 1959*. New York, United Nations, 1960. Pp. 108.

Seminar organized by the United Nations and the Government of Denmark in co-operation with the International Labour Organization, the World Health Organization, the World Veterans Federation, and the International Society for the Welfare of Cripples.

23. SEMINAR ON THE PROTECTION OF HUMAN RIGHTS IN CRIMINAL PROCEDURE, VIENNA, 1960. *Seminar on the Protection of Human Rights in Criminal Procedure (1960) Vienna, Austria, 20 June to 4 July 1960*. Organized by the United Nations in co-operation with the Government of Austria. New Year, United Nations, 1960 [i.e. 1961] Pp. 132.

## Women

24. INDUSTRIAL RELATIONS NEWS. *Industry's Growing Stake in Womanpower*. New York, 1960. Pp. 4.

25. ROSS, ALLEEN D. *Becoming a Nurse*, Toronto, Macmillan, 1961. Pp. 420.

This study "is based on the reports of nurses who have looked back and described their training and graduate experiences from their own particular point of view." Much of the book is written using the words of the nurses themselves.

## Miscellaneous

26. AUSTRALIAN INSTITUTE OF POLITICAL SCIENCE. *Trade Unions in Australia*. Edited by John Wilkes and S. E. Benson. Sydney, Angus and Robertson, 1959. Pp. 190.

Contents: Australian Trade Unionism in the Twentieth Century, by Lloyd Ross. Developments in British Trade Union Policies, by Lord Citrine. American Trade Unions and Industrial Change, by David J. McDonald. The Community's Interest in Trade Unions, by J. H. Wooten. The Economic and Social Impact of Trade Unions in Australia, by D. Rawson. Trade Unions—Their Place and Role in the Future, by A. E. Monk.

27. BRENNAN, CHARLES W. *Wage Determination: Plans, Practices, and Principles*. Homewood, Ill., R. D. Irwin, 1959. Pp. 439.

Explains and analyzes the various tools used in wage administration such as job analysis, job evaluation, wage survey, wage incentive, personnel rating, etc.

28. CANADA. ROYAL COMMISSION ON TRANSPORTATION, 1959-1961. *Report*. Ottawa, Queen's Printer, 1961. 1 volume.

M. A. MacPherson, Sr., chairman.

Only Vol. 1 has been issued up to April 1961.

Examines the transportation situation in Canada today, analyzes some problems and suggests some changes in public policy, and indicates what financial assistance the commission considers adequate for the railroads.

29. LANDIS, JAMES MCCAULEY. *Report on Regulatory Agencies to the President-Elect*. [New York, The Author? 1960?] Pp. 87.

The author is former dean of the Harvard Law School, former Chairman of the U.S. Securities and Exchange Commission and a former Chairman of the Civil Aeronautics Board. He has been named as a special assistant for regulatory agencies by President Kennedy. Mr. Landis examined such government agencies as the Federal Power Commission, Federal Communications Commission, Interstate Commerce Commission, National Labor Relations Board, etc. and made recommendations for improving their efficiency.

30. NEW YORK (STATE). DEPARTMENT OF LABOR. DIVISION OF EMPLOYMENT. *Unemployment Benefits and Family Finances; a Study of Incomes and Expenditures of Beneficiaries and Their Families in Utica, New York, 1958. Report of Findings from a Survey conducted by the Bureau of Applied Social Research, Columbia University* . . . New York, 1960. Pp. 133.



# LABOUR STATISTICS

	PAGE
Tables A-1 and A-2—Labour Force.....	591
Table B-1—Labour Income.....	592
Tables C-1 to C-6—Employment, Hours and Earnings.....	593
Tables D-1 to D-6—Employment Service Statistics.....	597
Tables E-1 to E-4—Unemployment Insurance.....	607
Tables F-1 and F-2—Prices.....	609
Tables G-1 to G-4—Strikes and Lockouts.....	610

## A—Labour Force

**TABLE A-1—REGIONAL DISTRIBUTION, WEEK ENDED MARCH 18, 1961**

(Estimates in thousands)

SOURCE: D.B.S. Labour Force Survey

	Canada	Atlantic Region	Quebec	Ontario	Prairie Region	British Columbia
The Labour Force.....	6,353	560	1,785	2,348	1,085	575
Men.....	4,678	422	1,329	1,685	811	431
Women.....	1,675	138	456	663	274	144
14—19 years.....	568	60	200	172	97	39
20—24 years.....	798	79	263	265	130	61
25—44 years.....	2,932	237	823	1,109	488	275
45—64 years.....	1,846	161	456	720	326	183
65 years and over.....	209	23	43	82	44	17
Employed.....	5,648	459	1,518	2,158	1,009	504
Men.....	4,048	326	1,089	1,520	743	370
Women.....	1,600	133	429	638	266	134
Agricultural.....	593	46	124	142	256	25
Non-Agricultural.....	5,055	413	1,394	2,016	753	479
Paid Workers.....	4,587	371	1,247	1,852	686	431
Men.....	3,133	251	855	1,263	455	309
Women.....	1,454	120	392	589	231	122
Unemployed.....	705	101	267	190	76	71
Men.....	630	96	240	165	68	61
Women.....	75	*	27	25	*	10
Persons Not in the Labour Force.....	5,590	642	1,609	1,848	955	536
Men.....	1,271	178	347	386	226	134
Women.....	4,319	464	1,262	1,462	729	402

\* Less than 10,000.

# TABLE A-2—UNEMPLOYED

(Estimates in thousands)  
SOURCE: DBS Labour Force Survey

	March 1961	February 1961	March 1960
Total Unemployed.....	705	719	609
On Temporary layoff up to 30 days.....	41	55	43
Without work and seeking work.....	664	664	566
Seeking full-time work.....	628	629	545
Seeking part-time work.....	36	35	21
Seeking under 1 month.....	89	108	90
Seeking 1-3 months.....	270	308	244
Seeking 4-6 months.....	218	166	181
Seeking more than 6 months.....	87	82	51

# B—Labour Income

## TABLE B-1—ESTIMATES OF LABOUR INCOME

NOTE: All figures in this table except those for 1956 have been revised. Monthly and quarterly figures may not add to annual totals because of rounding.

(\\$ Millions)

SOURCE: Dominion Bureau of Statistics

Year and Month	Monthly Total			Quarterly Totals <sup>1</sup>						Totals <sup>2</sup>
	Mining	Manu- facturing	Trans- portation, Storage and Communi- cation <sup>2</sup>	Forestry	Construc- tion	Public Utilities	Trade	Finance Services (including Government)	Supple- men- tary Labour Income	
1956—Total....	498	4,586	1,560	371	1,210	239	2,069	3,546	617	14,890
1957—Total....	535	4,838	1,661	336	1,311	277	2,265	3,920	683	16,018
1958—Total....	527	4,828	1,677	270	1,329	298	2,359	4,295	739	16,524
1959—Total....	552	5,103	1,773	288	1,472	316	2,528	4,705	819	17,761
1960—Total....	551	5,200	1,779	326	1,472	327	2,641	5,095	916	18,514
1960—										
March.....	46.7	428.7	140.0							1,469.8
April.....	44.5	430.7	146.1							1,494.1
May.....	45.1	437.3	149.3	72.0	363.4	81.2	657.0	1,273.6	226.9	1,537.4
June.....	46.7	443.3	152.4							1,590.2
July.....	46.3	435.3	155.0							1,578.9
August.....	46.7	437.9	154.4	88.5	446.7	84.7	663.5	1,282.7	232.9	1,592.3
September....	46.9	442.0	153.2							1,620.7
October.....	45.7	437.5	151.2							1,599.8
November....	45.4	432.3	148.5	91.6	369.9	82.6	685.4	1,319.2	235.5	1,573.7
December....	44.3	422.6	144.7							1,529.4
1961—										
January.....	44.2	420.0	140.5							1,494.3*
February*....	44.4	424.4*	142.0*	62.4	278.7	81.8	655.7	1,326.9	235.5	1,502.3*
March†.....	43.9	426.5	142.3							1,507.4

<sup>1</sup>Quarterly figures are entered opposite the middle month of the quarter but represent quarterly totals.

<sup>2</sup>Includes post office wages and salaries.

<sup>3</sup>Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, as figures for labour income in Agriculture, Fishing and Trapping are not shown.

\*Revised.

†Preliminary.

## C—Employment, Hours and Earnings

Tables C-1 to C-3 are based on reports from employers having 15 or more employees—at March 1961 employers in the principal non-agricultural industries reported a total employment of 2,608,299. Tables C-4 (every second month) and C-5 are based on reports from a somewhat smaller number of firms than Tables C-1 to C-3. They relate only to wage earners for whom statistics of hours of work are also available whereas Tables C-1 to C-3 relate to salaried employees as well as to all wage earners in the reporting firms.

**TABLE C-1—EMPLOYMENT, PAYROLLS AND WEEKLY WAGES AND SALARIES**

(1949 = 100)

(The latest figures are subject to revision)

Source: Employment and Payrolls, D.B.S.

Year and Month	Industrial Composite				Manufacturing			
	Index Numbers (1949=100) <sup>1</sup>			Average Weekly Wages and Salaries	Index Numbers (1949=100)			Average Weekly Wages and Salaries
	Employ- ment	Aggregate Payrolls	Average Weekly Wages and Salaries		Employ- ment	Aggregate Payrolls	Average Weekly Wages and Salaries	
Averages				\$				\$
1955.....	112.9	161.2	142.1	61.05	109.8	159.5	144.4	63.48
1956.....	120.7	182.0	150.0	64.44	115.8	176.8	151.7	66.71
1957.....	122.6	194.7	158.1	67.93	115.8	185.3	159.1	69.94
1958.....	117.9	194.1	163.9	70.43	109.8	182.7	165.3	72.67
1959.....	119.7	205.7	171.0	73.47	111.1	193.3	172.5	75.84
1960								
March.....	114.2	201.5	175.4	75.37	109.0	195.5	177.5	78.04
April.....	114.8	204.1	176.9	75.98	108.8	196.3	178.5	78.48
May.....	118.9	209.8	175.4	75.36	110.6	198.1	176.9	77.80
June.....	122.8	217.7	176.1	75.67	112.1	201.8	177.8	78.16
July.....	121.9	217.8	177.6	76.28	110.2	198.4	177.8	78.18
August.....	123.1	291.0	176.8	75.94	111.7	199.7	176.5	77.62
September.....	123.1	220.7	178.2	76.55	111.6	201.6	178.2	78.37
October.....	121.5	218.2	178.3	76.60	109.6	199.4	179.6	78.95
November.....	119.7	214.5	177.9	76.43	108.1	197.2	180.0	79.16
December.....	114.8	202.4	175.0	75.18	104.1	187.0	177.2	77.92
1961								
January.....	111.6	201.4	179.2	77.00	104.3	191.6	181.1	79.65
February.....	111.0	202.5*	181.1	77.80*	104.6	193.5*	182.5*	80.24*
March†.....	110.9	202.0	180.8	77.66	104.9	194.4	182.7	80.35

<sup>1</sup> Includes (1) Forestry (chiefly logging), (2) Mining (including milling), quarrying and oil wells, (3) Manufacturing (4) Construction, (5) Transportation, storage and communication, (6) Public utility operation, (7) Trade, (8) Finance, insurance and real estate and (9) Service, (mainly hotels, restaurants, laundries, dry cleaning plants, business and recreational service).

TECHNICAL NOTE—A change has been made in the method of dating the statistics published in Tables C-1 to C-6 to conform with the usual practice of the Dominion Bureau of Statistics. In the past, statistics for the last pay period in a month were labelled "pay period preceding" the first day of the following month. From now on, statistics for the last pay period in a month will be labelled for that month. Another change is that average earnings formerly expressed in cents carried to one decimal place, are now published in dollars and cents.

\* Revised.

† Preliminary.



**TABLE C-2 — AREA SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES**

(1949 = 100)    (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

Area	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1961	Jan. 1961	Feb. 1960	Feb. 1961	Jan. 1961	Feb. 1960
			1949	\$	\$	\$
<b>Provinces</b>						
Newfoundland.....	114.6	117.9	108.9	72.23	71.08	67.82
Prince Edward Island.....	110.5	105.4	109.0	56.93	57.94	55.17
Nova Scotia.....	86.1	87.6	93.8	64.24	63.62	63.14
New Brunswick.....	95.4	99.4	101.0	64.54	63.49	63.05
Quebec.....	110.5	111.0	113.0	75.01	74.27	72.54
Ontario.....	113.3	113.8	117.1	80.53	79.96	77.94
Manitoba.....	102.9	104.7	105.4	73.12	72.24	71.14
Saskatchewan.....	110.3	111.5	116.2	73.00	72.52	71.04
Alberta (including Northwest Territories).....	142.6	143.7	146.4	79.61	78.67	77.76
British Columbia (including Yukon).....	105.5	105.2	111.2	85.36	83.83	82.64
<b>Canada</b> .....	<b>110.9</b>	<b>111.6</b>	<b>114.6</b>	<b>77.78</b>	<b>76.99</b>	<b>75.35</b>
<b>Urban Areas</b>						
St. John's.....	116.4	119.5	117.2	58.13	56.75	54.81
Sydney.....	72.7	68.9	91.3	75.59	75.82	75.71
Halifax.....	122.5	121.9	119.9	63.95	64.25	61.82
Moncton.....	94.9	96.7	91.8	60.82	60.26	59.16
Saint John.....	111.6	108.8	111.1	62.31	63.08	61.22
Chicoutimi-Jonquiere.....	102.6	101.0	110.6	95.91	94.17	87.70
Quebec.....	102.6	101.6	105.9	65.01	64.41	63.05
Sherbrooke.....	97.6	97.0	97.7	63.83	63.45	62.34
Shawinigan.....	100.4	101.1	104.2	84.31	85.39	81.98
Three Rivers.....	101.6	100.9	109.6	71.04	71.40	68.60
Drummondville.....	73.7	73.1	75.4	63.26	63.70	61.77
Montreal.....	118.0	117.7	119.6	76.46	75.91	74.04
Ottawa—Hull.....	118.0	118.1	119.0	71.77	71.68	69.49
Kingston.....	114.4	114.2	107.7	75.26	75.38	72.57
Peterborough.....	86.7	88.3	96.5	84.74	84.53	84.07
Oshawa.....	169.0	171.3	187.2	88.94	89.33	86.59
Toronto.....	126.6	126.8	127.6	80.85	80.46	77.81
Hamilton.....	103.7	103.3	111.4	85.58	85.03	83.38
St. Catharines.....	104.4	103.9	111.9	88.59	88.41	85.04
Niagara Falls.....	88.5	88.4	93.0	83.76	83.07	79.69
Brantford.....	78.7	78.2	84.5	74.95	73.73	70.66
Guelph.....	115.9	114.9	121.8	71.57	71.10	69.70
Galt.....	106.4	107.7	114.6	69.58	69.95	67.77
Kitchener.....	114.6	115.5	120.0	73.02	72.53	70.38
Sudbury.....	146.1	146.5	141.3	91.93	91.88	89.40
Timmins.....	90.6	90.9	92.5	70.08	70.01	68.39
London.....	121.3	121.4	121.1	73.27	72.24	70.72
Sarnia.....	118.2	119.1	120.5	101.23	99.95	95.67
Windsor.....	72.3	71.6	78.9	86.09	83.87	85.06
Sault Ste. Marie.....	125.4	128.0	145.3	98.62	98.34	96.21
Pt. William—Pt. Arthur.....	95.5	99.2	95.6	78.87	78.66	75.34
Winnipeg.....	104.9	107.6	106.7	69.97	69.12	68.00
Regina.....	121.1	122.8	122.3	71.93	71.64	69.11
Saskatoon.....	127.3	128.4	127.7	69.01	68.63	65.84
Edmonton.....	171.9	173.2	175.4	73.13	73.01	71.65
Calgary.....	163.9	166.4	162.0	75.12	74.60	72.51
Vancouver.....	106.6	107.2	113.2	83.75	82.25	80.94
Victoria.....	104.9	104.0	108.0	77.44	75.60	74.59

**TABLE C-4—HOURS IN MANUFACTURING BY PROVINCES**

This table is published every second month.

# TABLE C-3 -INDUSTRY SUMMARY OF EMPLOYMENT AND AVERAGE WEEKLY WAGES AND SALARIES

(1949 = 100) (The latest figures are subject to revision)

SOURCE: Employment and Payrolls, D.B.S.

NOTE: Information for other industries is given in "Employment and Payrolls"

Industry	Employment Index Numbers			Average Weekly Wages and Salaries, in Dollars		
	Feb. 1961	Jan. 1961	Feb. 1960	Feb. 1961	Jan. 1961	Feb. 1960
<b>Mining</b> .....	<b>114.0</b>	<b>113.3</b>	<b>122.1</b>	<b>\$ 96.18</b>	<b>\$ 96.27</b>	<b>\$ 94.20</b>
Metal mining.....	129.8	130.1	138.9	97.99	97.73	95.36
Gold.....	70.3	70.9	72.7	78.38	78.54	76.07
Other metal.....	185.3	185.3	200.6	104.92	104.58	101.87
Fuels.....	86.8	84.5	99.3	97.75	97.87	96.16
Coal.....	38.8	36.2	49.7	71.92	71.50	71.94
Oil and natural gas.....	293.3	292.7	312.7	112.48	111.91	112.74
Non-metal.....	121.6	121.5	112.8	84.20	85.99	82.73
<b>Manufacturing</b> .....	<b>104.6</b>	<b>104.3</b>	<b>108.9</b>	<b>80.20</b>	<b>79.65</b>	<b>77.68</b>
Durable goods.....	106.2	105.9	114.6	86.01	85.44	83.38
Non-durable goods.....	103.2	103.1	104.0	75.17	74.66	72.38
Food and beverages.....	102.1	102.4	103.2	72.10	71.25	70.38
Meat products.....	125.0	128.0	131.0	78.92	78.29	77.17
Canned and preserved fruits and vegetables.....	69.4	72.4	70.7	69.05	68.10	68.00
Grain mill products.....	97.9	97.8	100.5	77.20	76.34	74.91
Bread and other bakery products.....	107.0	106.2	107.7	66.01	66.49	65.65
Distilled and malt liquors.....	94.6	94.4	97.5	96.64	96.42	91.95
Tobacco and tobacco products.....	108.3	117.2	106.9	70.78	68.18	68.30
Rubber products.....	94.2	95.2	105.0	81.33	80.89	80.34
Leather products.....	86.9	85.8	85.8	55.36	55.00	53.08
Boots and shoes (except rubber).....	94.9	94.5	93.4	53.01	52.24	50.81
Textile products (except clothing).....	76.1	75.4	77.0	63.98	63.84	62.19
Cotton yarn and broad woven goods.....	69.5	69.1	66.0	60.13	59.99	59.19
Woolen goods.....	59.4	58.6	61.8	60.13	60.38	57.78
Synthetic textiles and silk.....	81.4	81.8	84.9	70.73	70.39	68.49
Clothing (textile and fur).....	90.8	89.4	92.2	50.98	50.38	49.06
Men's clothing.....	90.6	89.0	92.0	50.30	49.27	47.60
Women's clothing.....	101.8	99.4	100.0	52.96	52.50	51.48
Knit goods.....	72.6	72.5	74.8	49.65	49.72	48.05
Wood products.....	94.6	94.0	101.5	69.54	68.05	67.72
Saw and planing mills.....	94.9	93.8	103.1	72.27	70.25	70.36
Furniture.....	104.8	105.5	109.0	65.93	65.48	64.08
Other wood products.....	73.4	72.3	80.0	62.48	61.48	61.06
Paper products.....	118.6	119.1	119.8	95.08	94.40	90.19
Pulp and paper mills.....	119.9	120.4	120.7	103.03	102.38	96.95
Other paper products.....	115.6	115.9	117.6	75.69	74.92	72.99
Printing, publishing and allied industries.....	123.0	122.9	122.3	86.37	85.65	84.33
Iron and steel products.....	99.4	98.9	109.1	90.20	89.93	88.02
Agricultural implements.....	67.7	66.6	82.5	93.23	92.74	88.19
Fabricated and structural steel.....	143.7	149.3	150.7	91.50	90.18	87.43
Hardware and tools.....	96.9	96.0	103.0	80.52	79.44	78.39
Heating and cooking Appliances.....	87.7	87.3	99.9	77.99	77.04	75.13
Iron castings.....	88.6	85.7	97.1	84.92	84.47	84.74
Machinery, industrial.....	110.5	109.6	117.9	87.68	87.28	84.37
Primary iron and steel.....	108.8	107.8	125.4	103.80	104.78	100.97
Sheet metal products.....	99.3	98.7	102.5	87.93	88.53	85.72
Wire and wire products.....	106.6	107.4	120.1	89.55	89.69	90.37
Transportation equipment.....	105.2	104.4	112.8	90.27	89.38	86.33
Aircraft and parts.....	262.1	259.3	239.3	95.65	95.95	91.90
Motor vehicles.....	105.1	105.4	118.2	98.64	96.97	92.80
Motor vehicles parts and accessories.....	100.5	100.1	114.9	89.30	89.09	85.20
Railroad and rolling stock equipment.....	53.1	54.4	61.4	80.58	80.32	79.29
Shipbuilding and repairing.....	123.2	116.4	134.6	80.97	77.99	78.78
Non-ferrous metal products.....	123.1	123.9	127.8	91.59	91.41	88.84
Aluminum products.....	132.5	137.0	135.9	87.92	88.27	84.21
Brass and copper products.....	100.3	100.7	104.6	85.94	84.95	84.12
Smelting and refining.....	142.8	142.8	149.7	99.74	99.97	96.71
Electrical apparatus and supplies.....	125.7	125.8	135.9	87.25	87.07	83.61
Heavy electrical machinery.....	96.1	95.8	109.9	93.42	93.84	90.04
Telecommunication equipment.....	212.9	211.3	212.9	87.75	87.90	81.02
Non-metallic mineral products.....	124.4	124.8	133.6	82.20	82.15	80.01
Clay products.....	73.6	76.5	89.6	75.58	76.13	75.47
Glass and glass products.....	146.5	143.9	146.4	79.81	80.60	77.30
Products of petroleum and coal.....	135.6	136.0	133.0	117.23	116.10	111.84
Petroleum refining.....	138.9	139.3	135.1	117.89	116.74	112.64
Chemical products.....	129.1	129.0	130.6	93.34	93.36	89.49
Medicinal and pharmaceutical preparations.....	116.1	116.0	120.0	82.77	82.23	78.84
Acids, alkalis and salts.....	150.9	152.2	148.3	105.18	105.16	101.33
Miscellaneous manufacturing industries.....	129.7	128.8	127.6	72.37	72.10	68.74
<b>Construction</b> .....	<b>96.7</b>	<b>98.1</b>	<b>101.9</b>	<b>\$1.03</b>	<b>\$1.96</b>	<b>\$0.13</b>
Building and general engineering.....	96.2	97.2	102.8	90.63	88.70	86.56
Highways, bridges and streets.....	97.6	99.6	100.4	73.34	71.14	69.37
Electric and motor transportation.....	81.70	81.87	79.69	129.5	129.8	129.7
<b>Service</b> .....	<b>137.3</b>	<b>137.2</b>	<b>137.6</b>	<b>\$5.06</b>	<b>\$4.84</b>	<b>\$2.62</b>
Hotels and restaurants.....	120.6	120.7	124.2	42.95	42.20	41.43
Laundries and dry cleaning plants.....	111.1	111.8	110.2	46.88	46.67	45.62
<b>Industrial composite</b> .....	<b>110.9</b>	<b>111.6</b>	<b>114.6</b>	<b>77.78</b>	<b>76.99</b>	<b>75.35</b>

# TABLE C-5—HOURS AND EARNINGS BY INDUSTRY

(Hourly-Rated Wage-Earners)

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

(The latest figures are subject to revision)

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	Feb. 1961	Jan. 1961	Feb. 1960	Feb. 1961	Jan. 1961	Feb. 1960	Feb. 1961	Jan. 1961	Feb. 1960
	no.	no.	no.	\$	\$	\$	\$	\$	\$
<b>Mining</b> .....	<b>42.1</b>	<b>42.1</b>	<b>42.1</b>	<b>2.13</b>	<b>2.12</b>	<b>2.09</b>	<b>89.45</b>	<b>88.97</b>	<b>87.90</b>
Metal mining.....	42.5	42.5	42.0	2.19	2.17	2.16	93.08	92.33	90.75
Gold.....	42.9	43.3	43.0	1.70	1.69	1.65	72.89	73.04	70.81
Other metal.....	42.3	42.2	41.7	2.39	2.37	2.35	100.97	99.90	98.05
Fuels.....	41.7	40.9	42.6	2.01	2.01	1.98	83.58	82.43	84.27
Coal.....	40.2	39.3	39.9	1.76	1.75	1.75	70.87	68.91	69.81
Oil and natural gas.....	43.3	42.6	46.4	2.27	2.26	2.25	98.23	96.58	104.54
Non-metal.....	40.7	41.4	41.6	1.98	1.97	1.89	80.37	81.68	78.57
<b>Manufacturing</b> .....	<b>40.4</b>	<b>40.1</b>	<b>40.4</b>	<b>1.82</b>	<b>1.81</b>	<b>1.77</b>	<b>73.41</b>	<b>72.76</b>	<b>71.49</b>
Durable goods.....	40.4	40.2	40.5	1.98	1.97	1.93	79.90	79.20	78.05
Non-durable goods.....	40.4	40.1	40.3	1.67	1.67	1.62	67.56	66.98	65.08
Food and beverages.....	40.2	39.5	40.3	1.63	1.63	1.59	65.40	64.52	64.12
Meat products.....	38.9	38.8	39.2	1.86	1.85	1.84	72.14	72.01	72.37
Canned and preserved fruits and vegetables.....	39.0	38.8	39.6	1.49	1.48	1.47	58.09	57.56	58.12
Grain mill products.....	41.5	41.0	40.9	1.73	1.73	1.68	71.93	70.83	68.87
Bread and other bakery products.....	41.5	41.4	41.8	1.46	1.46	1.42	60.61	60.66	59.37
Distilled liquors.....	39.5	39.6	39.4	2.06	2.09	1.97	81.35	82.52	77.57
Malt liquors.....	38.8	38.4	39.0	2.33	2.32	2.23	90.54	89.06	86.81
Tobacco and tobacco products.....	39.5	39.6	40.5	1.66	1.56	1.59	65.64	63.15	64.28
Rubber products.....	40.6	40.8	40.9	1.84	1.83	1.82	74.73	74.48	74.66
Leather products.....	41.8	41.3	40.5	1.22	1.22	1.19	51.12	50.61	48.34
Boots and shoes (except rubber).....	42.0	41.2	40.7	1.17	1.17	1.15	49.20	48.23	46.79
Other leather products.....	41.3	41.6	40.1	1.35	1.36	1.30	55.65	56.37	51.94
Textile products (except clothing).....	41.9	41.9	42.0	1.37	1.39	1.33	57.23	57.08	55.75
Cotton yarn and broad woven goods.....	40.0	40.3	40.4	1.39	1.38	1.34	55.68	55.53	54.38
Woolen goods.....	42.9	43.1	42.4	1.28	1.28	1.24	54.72	55.12	52.58
Synthetic textiles and silk.....	43.6	43.1	43.7	1.45	1.45	1.40	65.08	62.59	61.31
Clothing (textile and fur).....	39.1	38.5	38.6	1.17	1.18	1.14	46.09	45.25	43.98
Men's clothing.....	38.8	38.0	37.9	1.19	1.18	1.15	45.98	44.90	43.55
Women's clothing.....	38.1	37.5	37.6	1.26	1.26	1.22	48.00	47.15	46.07
Knit goods.....	41.0	40.9	40.6	1.09	1.09	1.06	44.83	44.47	42.97
*Wood products.....	40.8	40.3	41.2	1.60	1.59	1.56	65.31	63.95	64.37
Saw and planing mills.....	40.3	39.5	40.7	1.71	1.69	1.67	68.94	67.01	68.08
Furniture.....	41.5	41.4	41.8	1.46	1.46	1.42	60.42	60.24	59.23
Other wood products.....	42.5	41.9	42.4	1.34	1.33	1.32	56.77	55.88	55.80
Paper products.....	41.2	41.0	41.1	2.15	2.15	2.04	88.78	88.13	84.02
Pulp and paper mills.....	41.3	41.2	41.4	2.33	2.32	2.18	96.28	95.68	90.46
Other paper products.....	40.8	40.3	40.4	1.67	1.67	1.63	68.31	67.41	65.75
Printing, publishing and allied industries.....	38.7	38.4	39.0	2.20	2.19	2.14	85.12	84.01	83.56
*Iron and steel products.....	40.3	40.1	40.7	2.12	2.11	2.06	85.36	84.62	83.78
Agricultural implements.....	39.9	39.8	40.0	2.16	2.15	2.08	86.34	85.85	82.97
Fabricated and structural steel.....	40.8	39.8	40.0	2.07	2.09	2.01	84.42	82.96	80.57
Hardware and tools.....	41.5	40.9	41.3	1.78	1.77	1.76	73.85	72.64	72.54
Heating and cooking appliances.....	39.6	39.1	40.0	1.80	1.79	1.75	71.41	70.14	69.98
Iron castings.....	40.3	40.2	41.1	1.99	1.98	1.98	80.41	79.43	81.28
Machinery, industrial.....	41.1	40.9	41.5	1.98	1.97	1.90	81.16	80.46	79.03
Primary iron and steel.....	39.6	39.7	40.4	2.54	2.52	2.41	100.34	100.00	97.13
Sheet metal products.....	40.0	40.4	40.4	2.07	2.06	2.00	82.85	83.02	80.54
Wire and wire products.....	40.6	40.9	41.2	2.05	2.04	2.05	83.20	83.54	84.25
*Transportation equipment.....	40.2	39.7	39.7	2.09	2.09	2.03	84.02	83.01	80.68
Aircraft and parts.....	42.1	42.3	41.7	2.11	2.09	2.00	88.79	88.67	83.50
Motor vehicles.....	39.3	38.6	38.2	2.29	2.29	2.24	88.98	88.38	85.64
Motor vehicle parts and accessories.....	40.0	39.8	39.8	2.09	2.09	2.02	83.53	83.13	80.30
Railroad and rolling stock equipment.....	39.7	39.8	39.4	1.96	1.96	1.95	78.04	77.87	76.91
Shipbuilding and repairing.....	39.3	37.6	39.6	2.00	2.01	1.94	78.56	75.50	76.87
*Non-ferrous metal products.....	40.7	40.5	40.7	2.11	2.11	2.05	85.82	85.37	83.32
Aluminum products.....	41.3	41.6	41.4	1.86	1.87	1.80	76.92	77.81	74.61
Brass and copper products.....	40.1	39.5	40.6	1.99	1.99	1.93	80.02	78.54	78.30
Smelting and refining.....	40.4	40.5	40.6	2.33	2.33	2.25	94.43	94.31	91.45
*Electrical apparatus and supplies.....	40.1	40.4	40.3	1.87	1.87	1.82	75.01	75.45	73.49
Heavy electrical machinery and equipment.....	39.8	40.6	39.9	2.06	2.05	2.03	81.87	83.35	80.85
Telecommunication equipment.....	40.2	40.4	40.1	1.75	1.76	1.64	70.51	70.91	65.88
Refrigerators, vacuum cleaners and appliances.....	39.1	39.3	39.0	1.93	1.94	1.86	75.27	76.14	72.54
Wire and cable.....	41.0	41.1	41.3	2.03	2.02	2.00	83.34	83.24	82.57
Miscellaneous electrical products.....	40.3	40.3	41.0	1.76	1.75	1.73	70.84	70.69	71.12
Non-metallic mineral products.....	40.7	40.7	41.6	1.87	1.86	1.79	75.90	75.81	74.51
Clay products.....	40.5	40.4	41.3	1.68	1.68	1.66	68.13	67.85	68.77
Glass and glass products.....	40.3	40.9	41.3	1.85	1.86	1.77	74.69	76.10	72.94
Products of petroleum and coal.....	41.1	40.9	40.6	2.54	2.53	2.43	104.39	103.59	98.58
Chemical products.....	40.6	40.5	40.4	2.02	2.02	1.94	81.76	81.69	78.41
Medicinal and pharmaceutical preparations.....	40.2	39.8	39.2	1.54	1.55	1.48	62.07	61.84	58.15
Acids, alkalis and salts.....	40.7	40.7	40.7	2.32	2.32	2.25	94.54	94.34	91.65
Miscellaneous manufacturing industries.....	41.8	41.4	41.1	1.51	1.51	1.45	63.02	62.64	59.58
<b>Construction</b> .....	<b>40.2</b>	<b>39.2</b>	<b>40.0</b>	<b>2.02</b>	<b>2.01</b>	<b>1.95</b>	<b>81.29</b>	<b>78.94</b>	<b>77.83</b>
Building and general engineering.....	39.8	38.8	39.7	2.20	2.19	2.10	87.55	84.93	83.40
Highways, bridges and streets.....	40.8	39.8	40.5	1.71	1.70	1.65	70.00	67.86	66.86
Electric and motor transportation.....	42.9	42.7	43.6	1.89	1.88	1.81	80.81	80.39	79.16
<b>Service</b> .....	<b>39.0</b>	<b>38.6</b>	<b>39.1</b>	<b>1.07</b>	<b>1.07</b>	<b>1.03</b>	<b>41.77</b>	<b>41.08</b>	<b>40.37</b>
Hotels and restaurants.....	39.4	38.7	39.2	1.05	1.04	1.01	41.27	40.32	39.73
Laundries and dry cleaning plants.....	39.1	38.9	39.5	1.02	1.02	0.97	39.87	39.59	38.53

\*Durable manufactured goods industries.



**TABLE C-6—EARNINGS AND HOURS OF HOURLY-RATED  
WAGE EARNERS IN MANUFACTURING**

SOURCE: Man-Hours and Hourly Earnings, D.B.S.

Period	Average Hours Worked Per Week	Average Hourly Earnings	Average Weekly Wages	Index Number of Average Weekly Wages (1949 = 100)	
				Current Dollars	1959 Dollars
	No.	\$	\$	No.	
Monthly Average 1955.....	41.0	1.45	59.45	142.4	122.4
Monthly Average 1956.....	41.0	1.52	62.40	149.5	126.3
Monthly Average 1957.....	40.4	1.61	64.96	155.6	127.4
Monthly Average 1958.....	40.2	1.66	66.77	160.0	127.7
Monthly Average 1959.....	40.7	1.72	70.16	168.1	132.8
Last Pay Period in:					
1960 March.....	40.5	1.78	71.94	172.4	135.2
April.....	40.5	1.79	72.37	173.4	136.1
May.....	40.1	1.79	71.69	171.8	134.6
June.....	40.4	1.79	72.19	173.0	135.6
July.....	40.6	1.77	72.01 †	172.5	134.9
August.....	40.5	1.76	71.46	171.2	133.3
September.....	40.9	1.77	72.37	173.4	134.0
October.....	40.6	1.78	72.66	174.1	134.3
November.....	40.6	1.79	72.82	174.5	134.6
December.....	38.7	1.82	70.60	169.1	130.9
1961 January.....	40.1	1.81	72.76	174.3	135.2
February†.....	40.4	1.82	73.41	175.9	136.2
March†.....	40.3	1.83	73.63	176.4	136.6

NOTE: The index of average weekly wages in 1949 dollars is computed by dividing the index of average weekly wages in current dollars by the Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see *Man-Hours and Hourly Earnings*, D.B.S., page ii.

† Revised.

‡ Latest figures subject to revision.

## D—National Employment Service Statistics

### TABLE D-1—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT

(Source: National Employment Service, Unemployment Insurance Commission)

Period		Unfilled Vacancies*			Registrations for Employment		
		Male	Female	Total	Male	Female	Total
Date Nearest:							
May	1, 1955.....	15,508	14,655	30,163	394,275	98,601	492,876
May	1, 1956.....	35,698	19,913	55,611	313,750	89,239	402,989
May	1, 1957.....	28,999	18,200	47,199	378,062	96,250	474,312
May	1, 1958.....	17,323	13,174	30,497	581,382	165,402	746,784
May	1, 1959.....	16,883	16,280	33,163	498,897	161,742	660,639
May	1, 1960.....	15,913	14,487	30,400	581,558	174,874	756,432
June	1, 1960.....	21,772	17,210	38,982	389,576	152,848	542,424
July	1, 1960.....	17,227	15,875	33,102	258,719	131,936	390,655
August	1, 1960.....	14,673	12,594	27,267	242,582	128,062	370,644
September	1, 1960.....	13,748	14,427	28,175	236,969	117,044	354,013
October	1, 1960.....	12,239	13,796	26,035	228,632	115,358	343,990
November	1, 1960.....	11,944	10,866	22,810	281,484	124,255	405,739
December	1, 1960.....	15,932	10,799	26,731	393,856	144,123	537,979
January	1, 1961.....	9,859	7,996	17,855	570,789	163,893	734,682
February	1, 1961.....	8,866	8,277	17,243	668,766	185,972	854,738
March	1, 1961.....	8,786	9,513	18,299	691,351	186,991	878,342
April	1, 1961 <sup>(1)</sup> .....	9,927	11,387	21,314	683,034	180,982	864,016
May	1, 1961 <sup>(1)</sup> .....	14,098	13,910	28,008	594,906	172,885	767,791

<sup>(1)</sup> Latest figures subject to revision.

\* Current Vacancies only. Deferred Vacancies are excluded.

**TABLE D-2—UNFILLED VACANCIES BY INDUSTRY AND BY SEX AS AT  
MARCH 31, 1961<sup>(1)</sup>**

(Source: National Employment Service, Unemployment Insurance Commission)

Industry	Male	Female	Total	Change from	
				February 28, 1961	March 31, 1960
<b>Agriculture, Fishing, Trapping</b> .....	475	145	620	+ 284	— 247
<b>Forestry</b> .....	58	4	62	— 154	— 137
<b>Mining, Quarrying and Oil Wells</b> .....	242	44	286	— 16	— 269
Metal Mining.....	177	18	195	— 21	— 206
Fuels.....	43	15	58	— 2	— 25
Non-Metal Mining.....	5	0	5	— 0	— 9
Quarrying, Clay and Sand Pits.....	12	3	15	+ 8	— 0
Prospecting.....	5	8	13	— 1	— 20
<b>Manufacturing</b> .....	2,253	1,412	3,725	+ 311	— 609
Foods and Beverages.....	177	126	303	+ 26	— 30
Tobacco and Tobacco Products.....	3	4	7	+ 5	— 3
Rubber Products.....	11	4	15	— 4	— 18
Leather Products.....	70	109	179	— 24	+ 54
Textile Products (except clothing).....	60	92	152	+ 27	— 8
Clothing (textile and fur).....	127	509	636	+ 62	— 12
Wood Products.....	191	55	246	+ 38	— 140
Paper Products.....	109	30	139	+ 20	— 0
Printing, Publishing and Allied Industries.....	104	72	176	— 45	— 25
Iron and Steel Products.....	372	110	482	+ 67	— 168
Transportation Equipment.....	289	46	335	— 0	— 116
Non-Ferrous Metal Products.....	78	29	107	— 15	— 91
Electrical Apparatus and Supplies.....	234	70	304	+ 58	— 69
Non-Metallic Mineral Products.....	107	27	134	+ 42	— 5
Products of Petroleum and Coal.....	9	9	18	— 9	— 6
Chemical Products.....	201	74	275	+ 24	— 13
Miscellaneous Manufacturing Industries.....	141	76	217	+ 39	+ 41
<b>Construction</b> .....	765	69	834	+ 114	— 105
General Contractors.....	519	45	564	+ 68	— 56
Special Trade Contractors.....	246	24	270	+ 46	— 49
<b>Transportation, Storage and Communication</b> .....	1,100	216	1,316	+ 746	— 255
Transportation.....	964	101	1,065	+ 753	— 189
Storage.....	12	8	20	— 0	— 5
Communication.....	124	107	231	— 7	— 61
<b>Public Utility Operation</b> .....	42	31	73	+ 26	+ 1
<b>Trade</b> .....	1,646	1,680	3,326	+ 286	— 209
Wholesale.....	587	416	1,003	+ 129	— 32
Retail.....	1,059	1,264	2,323	+ 157	— 177
<b>Finance, Insurance and Real Estate</b> .....	572	614	1,186	+ 159	— 65
<b>Service</b> .....	2,945	6,964	9,909	+ 1,660	+ 890
Community or Public Service.....	414	1,780	2,194	+ 295	+ 62
Government Service.....	1,665	486	2,151	+ 255	+ 1,033
Recreation Service.....	85	61	146	+ 41	+ 34
Business Service.....	342	309	651	+ 51	— 57
Personal Service.....	439	4,328	4,767	+ 1,018	— 182
<b>GRAND TOTAL</b> .....	10,128	11,209	21,337	+ 3,416	— 996

(1) Preliminary—subject to revision.

Current vacancies only. Deferred vacancies are excluded.



**TABLE D-3—UNFILLED VACANCIES AND REGISTRATIONS FOR EMPLOYMENT BY OCCUPATION AND BY SEX AS AT MARCH 30, 1961<sup>(1)</sup>**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Occupational Group	Unfilled Vacancies <sup>(2)</sup>			Registrations for Employment		
	Male	Female	Total	Male	Female	Total
Professional and Managerial Workers.....	1,498	1,501	2,999	10,112	2,089	12,201
Clerical Workers.....	982	2,925	3,907	23,918	56,666	80,584
Sales Workers.....	1,350	876	2,226	10,919	23,150	34,069
Personal and Domestic Service Workers.	555	4,883	5,438	49,661	34,011	83,672
Seamen.....	6	.....	6	5,615	93	5,708
Agriculture, Fishing, Forestry (Ex. log.).	535	43	758	8,697	1,038	9,735
Skilled and Semi-Skilled Workers.....	2,981	924	3,905	337,401	26,935	364,336
Food and kindred products (incl. tobacco).....	41	16	57	2,870	1,000	3,870
Textiles, clothing, etc.....	108	665	773	3,558	15,847	19,405
Lumber and lumber products.....	170	2	172	53,994	165	54,159
Pulp, paper (incl. printing).....	45	6	51	1,880	759	2,639
Leather and leather products.....	42	74	116	1,636	1,257	2,893
Stone, clay and glass products.....	10	.....	10	1,161	68	1,229
Metalworking.....	487	11	498	27,873	1,306	29,179
Electrical.....	107	23	130	5,526	1,634	7,160
Transportation equipment.....	2	.....	2	1,309	38	1,347
Mining.....	59	.....	59	3,957	.....	3,957
Construction.....	327	.....	327	96,498	21	96,519
Transportation (except seamen).....	297	9	306	65,206	188	65,394
Communications and public utility...	25	.....	25	1,954	6	1,960
Trade and service.....	155	98	253	8,605	2,806	11,411
Other skilled and semi-skilled.....	955	15	970	41,632	1,428	43,060
Foremen.....	65	5	70	7,977	396	8,373
Apprentices.....	86	.....	86	11,765	16	11,781
Unskilled Workers.....	2,020	235	2,255	236,711	37,000	273,711
Food and tobacco.....	19	32	51	9,735	12,042	21,777
Lumber and lumber products.....	187	5	192	29,796	606	30,402
Metalworking.....	39	2	41	10,554	956	11,510
Construction.....	917	.....	917	122,595	1	122,596
Other unskilled workers.....	858	196	1,054	64,031	23,395	87,426
<b>GRAND TOTAL.....</b>	<b>9,927</b>	<b>11,387</b>	<b>21,314</b>	<b>683,034</b>	<b>180,982</b>	<b>864,016</b>

<sup>(1)</sup> Preliminary—subject to revision.

<sup>(2)</sup> Current vacancies only. Deferred vacancies are excluded.

**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT MARCH 30, 1961**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(a)</sup>			Registrations		
	(1) March 30, 1961	Previous Month March 2, 1961	Previous Year March 31, 1960	(1) March 30, 1961	Previous Month March 2, 1961	Previous Year March 31, 1960
<b>Newfoundland</b> .....	<b>263</b>	<b>277</b>	<b>298</b>	<b>31,295</b>	<b>31,607</b>	<b>30,324</b>
Corner Brook.....	22	41	48	6,297	6,388	6,416
Grand Falls.....	6	.....	6	3,584	3,413	3,159
St. John's.....	235	236	244	21,414	21,806	20,749
<b>Prince Edward Island</b> .....	<b>99</b>	<b>76</b>	<b>124</b>	<b>5,828</b>	<b>6,131</b>	<b>6,309</b>
Charlottetown.....	34	31	105	3,642	3,853	4,005
Summerside.....	65	45	19	2,186	2,278	2,304
<b>Nova Scotia</b> .....	<b>736</b>	<b>647</b>	<b>603</b>	<b>41,729</b>	<b>41,290</b>	<b>38,796</b>
Amherst.....	42	13	21	1,567	1,469	1,640
Bridgewater.....	21	22	22	2,766	2,799	2,844
Halifax.....	452	385	342	7,007	6,862	7,261
Inverness.....	.....	.....	.....	1,414	1,424	1,595
Kentville.....	92	37	106	4,585	4,613	4,537
Liverpool.....	16	10	9	1,082	1,054	1,067
New Glasgow.....	30	27	35	5,344	5,527	5,160
Springhill.....	2	.....	2	1,449	1,307	1,536
Sydney.....	19	82	13	8,357	9,979	6,556
*Sydney Mines.....	13	.....	.....	2,030	.....	.....
Truro.....	30	23	18	2,497	2,517	2,567
Yarmouth.....	19	48	35	3,631	3,739	4,033
<b>New Brunswick</b> .....	<b>487</b>	<b>526</b>	<b>793</b>	<b>41,740</b>	<b>41,484</b>	<b>40,678</b>
Bathurst.....	18	16	12	6,929	7,340	6,450
Campbellton.....	26	16	8	3,937	3,826	3,611
Edmundston.....	19	16	33	3,692	3,639	3,543
Fredericton.....	78	85	90	3,229	3,097	3,265
Minto.....	32	27	46	709	704	901
Moncton.....	143	221	371	9,994	10,470	10,288
Newcastle.....	16	2	2	4,045	3,801	4,188
Saint John.....	138	112	195	3,566	3,562	2,859
St. Stephen.....	10	17	20	1,800	1,578	1,735
Sussex.....	4	12	7	1,015	836	1,037
Woodstock.....	3	2	2	2,824	2,631	2,891
<b>Quebec</b> .....	<b>4,812</b>	<b>3,781</b>	<b>4,713</b>	<b>280,491</b>	<b>281,795</b>	<b>281,983</b>
Alma.....	10	4	8	3,543	3,385	3,614
Asbestos.....	10	1	3	1,096	1,137	1,149
Baie Comeau.....	2	2	2	1,412	1,221	1,378
Beauharnois.....	15	15	16	1,930	1,984	1,754
Buckingham.....	16	12	31	2,096	1,920	2,176
Causapscal.....	24	14	1	3,880	3,818	4,230
Chandler.....	9	5	28	2,742	2,755	3,037
Chicoutimi.....	117	96	69	3,710	3,528	3,206
Cowansville.....	18	15	43	659	753	707
Dolbeau.....	12	19	2	3,230	2,568	3,258
Drummondville.....	31	48	20	2,910	3,175	3,264
Farnham.....	16	13	119	1,059	1,110	918
Forestville.....	2	4	.....	1,917	1,878	2,113
Gaspé.....	5	14	.....	2,581	2,596	2,826
Granby.....	16	8	38	3,105	3,226	2,410
Hull.....	62	48	26	6,380	6,151	6,320
Joliette.....	78	83	47	5,919	6,263	6,497
Jonquière.....	46	69	55	3,619	3,723	3,355
Lachute.....	23	12	12	1,277	1,304	1,178
La Malbaie.....	8	10	10	3,530	3,384	3,491
La Tuque.....	2	5	6	1,688	1,437	1,564
Lévis.....	26	18	27	6,040	6,631	6,192
Louiseville.....	31	36	24	1,920	1,902	2,092
Magog.....	1	3	6	915	940	985
Maniwaki.....	9	9	1	2,282	1,899	2,085
Matane.....	27	10	10	5,103	4,962	5,712
Mégantic.....	2	13	1	2,221	2,004	2,288
Mont-Laurier.....	166	17	13	2,255	2,082	2,081
Montmagny.....	8	7	3	3,540	2,966	3,181
Montreal.....	2,105	1,812	2,146	88,063	93,105	86,375
New Richmond.....	7	7	6	3,007	3,001	3,168
Port Alfred.....	444	31	475	2,153	1,942	2,265
Quebec.....	402	436	396	18,394	19,469	19,098
Rimouski.....	63	32	87	6,552	6,609	6,678
Rivière du Loup.....	16	12	30	8,658	8,501	8,565
Roberval.....	54	31	11	2,708	2,141	2,631
Rouyn.....	68	57	22	5,210	4,285	5,198
Ste. Agathe.....	17	19	22	2,100	2,042	2,040
Ste. Anne de Bellevue.....	105	59	58	1,610	1,804	1,605
Ste. Thérèse.....	25	42	22	3,209	3,468	3,458
St. Hyacinthe.....	26	42	48	3,368	3,397	3,095
St. Jean.....	49	26	33	2,891	3,045	3,476
St. Jérôme.....	19	18	45	2,648	2,879	2,843
Sept-Îles.....	68	125	203	3,965	3,305	3,065
Shawinigan.....	62	47	30	7,000	6,384	6,830
Sherbrooke.....	159	152	157	7,439	7,441	7,333
Sorel.....	57	63	46	2,960	3,132	3,533
Theftord Mines.....	28	25	41	3,063	2,894	3,078
Trois-Rivières.....	93	59	113	7,549	7,685	7,594

**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT MARCH 30, 1961**

(SOURCE: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(a) March 30, 1961	Previous Month March 2, 1961	Previous Year March 31, 1960	(a) March 30, 1961	Previous Month March 2, 1961	Previous Year March 31, 1960
<b>Quebec—Cont'd.</b>						
Val d'Or.....	21	26	11	3,454	2,688	3,470
Valleefield.....	8	5	13	3,393	3,574	3,179
Victoriaville.....	33	30	45	3,266	3,264	3,593
Ville St. Georges.....	91	15	26	5,232	4,988	5,852
<b>Ontario.....</b>	<b>8,216</b>	<b>7,272</b>	<b>8,510</b>	<b>265,830</b>	<b>272,056</b>	<b>254,916</b>
Amprior.....	56	114	60	586	583	621
Barrie.....	20	16	26	1,925	2,011	1,980
Belleville.....	74	99	53	2,892	2,967	2,906
Bracebridge.....	34	49	69	2,114	2,161	2,082
Brampton.....	28	33	18	2,057	2,145	2,390
Brantford.....	51	43	133	3,574	4,089	3,661
Brockville.....	40	54	28	991	1,121	975
Carleton Place.....	18	10	3	501	502	644
Chatham.....	90	84	54	3,401	3,396	3,253
Cobourg.....	45	52	32	1,241	1,430	1,326
Collingwood.....	10	4	4	1,196	1,291	1,316
Cornwall.....	68	55	149	4,327	4,672	4,976
Elliot Lake.....	19	16	41	563	543	416
Fort Erie.....	4	3	48	990	1,126	878
Fort Frances.....	19	28	46	1,174	959	1,067
Fort William.....	52	52	77	4,305	4,157	4,254
Galt.....	51	63	98	2,474	2,555	1,628
Gananoque.....	11	5	8	520	574	512
Goderich.....	22	18	25	915	951	976
Guelph.....	21	24	60	2,854	2,949	2,612
Hamilton.....	712	697	805	20,512	21,067	15,962
Hawkesbury.....	15	10	15	1,710	1,469	1,389
Innisfil.....	29	10	32	1,956	1,247	1,728
Kenora.....	16	147	152	1,604	1,392	1,481
Kingston.....	84	99	122	2,674	2,949	2,922
Kirkland Lake.....	38	45	66	2,251	2,024	2,050
Kitchener.....	117	98	145	4,592	4,609	3,673
Leamington.....	33	29	41	2,076	1,713	2,126
Lindsay.....	9	6	14	1,011	1,082	944
Listowel.....	24	23	22	670	747	720
London.....	505	360	492	6,708	7,593	6,770
Long Branch.....	146	111	223	5,377	5,527	5,356
Midland.....	15	11	16	1,589	1,769	1,677
Napanee.....	5	5	7	987	1,046	1,019
Newmarket.....	31	38	47	2,122	2,257	2,257
Niagara Falls.....	49	37	59	3,757	4,091	3,187
North Bay.....	46	54	45	3,310	3,342	2,957
Oakville.....	94	83	83	1,317	1,451	1,189
Orillia.....	32	23	36	1,674	1,828	1,429
Oshawa.....	52	53	113	5,628	5,836	5,082
Ottawa.....	858	795	757	9,469	10,108	9,194
Owen Sound.....	36	25	54	2,778	3,031	2,704
Perry Sound.....				913	854	908
Pembroke.....	57	62	87	2,875	2,730	3,102
Perth.....	29	24	21	842	813	896
Peterborough.....	43	37	42	5,497	5,358	4,995
Pictou.....	13	12	1	645	745	708
Port Arthur.....	280	174	311	6,735	6,146	6,444
Port Colborne.....	18	24	10	1,153	1,274	1,266
Prescott.....	43	29	36	1,320	1,309	1,404
Renfrew.....	11	8	10	805	822	842
St. Catharines.....	340	274	138	5,964	6,312	5,576
St. Thomas.....	33	27	36	1,009	1,605	1,555
Sarnia.....	83	69	97	3,529	4,020	3,602
Sault Ste. Marie.....	159	114	139	4,552	4,832	3,159
Simcoe.....	101	49	38	1,962	2,236	2,257
Sioux Lookout.....	1	11	5	445	349	670
Smiths Falls.....	7	9	18	775	765	870
Stratford.....	51	33	38	1,341	1,402	1,408
Sturgeon Falls.....	6	15	15	1,438	1,321	1,640
Sudbury.....	175	210	140	6,333	6,208	6,046
Tillsonburg.....	37	25	16	1,031	791	1,088
Timmins.....	43	45	28	3,607	3,164	3,483
Toronto.....	2,211	1,719	2,295	64,487	66,351	65,010
Trenton.....	65	54	52	1,198	1,209	1,272
Walkerton.....	52	46	37	1,413	1,523	1,181
Wallaceburg.....	17	14	7	1,225	1,295	1,238
Welland.....	160	170	79	2,808	2,899	2,521
Weston.....	208	243	143	5,264	5,463	5,515
Windsor.....	234	178	214	11,879	11,930	10,658
Woodstock.....	30	16	48	1,781	2,004	1,806
<b>Manitoba.....</b>	<b>1,668</b>	<b>1,427</b>	<b>1,878</b>	<b>36,050</b>	<b>37,353</b>	<b>32,987</b>
Brandon.....	184	118	214	3,398	3,374	3,329
Dauphin.....	70	23	28	2,619	2,514	2,334
Flin Flon.....	17	20	39	317	283	280
Portage la Prairie.....	36	29	81	1,784	1,802	1,774
The Pas.....	73	78	107	524	520	497
Winnipeg.....	1,288	1,159	1,409	27,408	28,860	24,773



**TABLE D-4—UNFILLED VACANCIES AND REGISTRATIONS AT MARCH 30, 1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Office	Unfilled Vacancies <sup>(2)</sup>			Registrations		
	(1) March 30, 1961	Previous Month March 2, 1961	Previous Year March 31, 1960	(1) March 30, 1961	Previous Month March 2, 1961	Previous Year March 31, 1960
<b>Saskatchewan</b> .....	<b>1,063</b>	<b>957</b>	<b>1,095</b>	<b>28,267</b>	<b>29,493</b>	<b>28,043</b>
Estevan.....	36	31	43	756	790	809
Lloydminster.....	36	16	28	788	803	742
Moose Jaw.....	93	60	204	2,227	2,332	2,399
North Battleford.....	61	46	32	1,900	1,915	1,904
Prince Albert.....	202	291	76	3,174	3,288	3,465
Regina.....	215	210	242	6,667	7,197	6,208
Saskatoon.....	256	162	255	6,627	6,717	6,227
Swift Current.....	51	43	93	1,366	1,562	1,391
Weyburn.....	15	9	33	831	865	807
Yorkton.....	98	89	89	3,931	4,024	4,091
<b>Alberta</b> .....	<b>2,201</b>	<b>1,858</b>	<b>2,317</b>	<b>46,160</b>	<b>45,759</b>	<b>42,899</b>
Blairmore.....	61	3	7	858	773	796
Calgary.....	502	466	719	12,980	13,454	12,651
Drumheller.....	130	69	23	880	876	927
Edmonton.....	955	952	1,121	21,116	20,902	20,538
Edson.....	53	57	17	944	710	914
Grande Prairie.....	77	32	.....	1,680	1,356	.....
Lethbridge.....	101	66	159	3,645	3,660	3,589
Medicine Hat.....	103	82	152	1,728	1,938	1,486
Red Deer.....	219	131	119	2,329	2,090	1,998
<b>British Columbia</b> .....	<b>1,739</b>	<b>1,478</b>	<b>1,901</b>	<b>86,626</b>	<b>91,344</b>	<b>78,055</b>
Chilliwack.....	55	29	50	2,398	2,540	1,966
Courtenay.....	19	13	29	1,437	1,814	1,032
Cranbrook.....	37	17	11	1,807	1,667	1,759
Dawson Creek.....	13	11	10	1,520	1,389	1,749
Duncan.....	16	27	26	927	1,206	1,000
Kamloops.....	54	13	15	1,843	1,823	1,819
Kelowna.....	23	22	22	1,985	2,146	1,959
Kitimat.....	3	3	48	296	281	267
Mission City.....	46	29	29	1,567	1,787	1,581
Nanaimo.....	12	6	33	1,566	1,974	1,417
Nelson.....	21	13	35	1,510	1,629	1,430
New Westminster.....	183	149	224	11,832	12,782	10,322
Penticton.....	31	16	18	2,226	2,310	1,968
Port Alberni.....	49	28	10	951	1,110	834
Prince George.....	43	62	40	3,197	2,360	2,696
Prince Rupert.....	24	19	19	1,954	2,135	1,777
Princeton.....	29	25	10	732	682	587
Quesnel.....	26	17	30	1,970	1,256	1,604
Trail.....	44	57	33	1,363	1,554	1,398
Vancouver.....	787	680	907	36,293	39,312	32,420
Vernon.....	27	25	32	3,050	3,059	2,856
Victoria.....	133	120	162	5,394	5,756	4,969
Whitehorse.....	64	97	108	778	772	645
<b>Canada</b> .....	<b>21,314</b>	<b>18,299</b>	<b>22,232</b>	<b>864,016</b>	<b>878,342</b>	<b>834,990</b>
Males.....	9,927	8,786	10,402	683,034	691,351	652,107
Females.....	11,387	9,513	11,830	180,982	186,991	182,883

(1) Preliminary subject to revision.

(2) Current vacancies only. Deferred vacancies are excluded.

\* The office at Sydney Mines, N.S. formerly operated as a branch of the Sydney, N.S. local office.

**TABLE D-5—PLACEMENTS EFFECTED BY EMPLOYMENT OFFICES, 1956-1961**

(Source: National Employment Service, Unemployment Insurance Commission)

Year	Total	Male	Female	Atlantic Region	Quebec Region	Ontario Region	Prairie Region	Pacific Region
1956.....	1,040,679	748,464	298,515	68,522	252,783	379,085	210,189	136,400
1957.....	877,704	586,780	290,924	59,412	215,335	309,077	185,962	107,918
1958.....	840,129	548,663	291,466	56,385	198,386	287,112	181,772	116,474
1959.....	956,073	661,872	324,201	70,352	239,431	336,527	211,951	127,812
1960.....	958,300	641,872	316,428	86,848	252,019	302,048	198,474	118,911
1960 (3 months).....	172,200	112,963	59,237	16,178	46,481	59,709	32,018	17,814
1961 (3 months).....	180,957	118,411	62,546	17,094	53,912	57,856	36,252	15,843

**TABLE D-6—VACANCIES<sup>1</sup> AND PLACEMENTS OF NATIONAL EMPLOYMENT OFFICES JANUARY 3, TO MARCH 31, 1961**  
(Source: National Employment Service, Unemployment Insurance Commission)

Industry	Newfoundland			Prince Edward Island			Nova Scotia			New Brunswick			Quebec			Ontario		
	Placements			Placements			Placements			Placements			Placements			Placements		
	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out	Va- can- cies Noti- fied	Reg- ular	Trans- fers out
<b>Agriculture</b> .....	3			22	2	1	21	11	2	26	14	12	337	248	8	1,214	671	37
<b>Forestry</b> .....	26	2					206	129	3	338	261	9	1,703	1,205	149	731	548	43
<b>Fishing and Trapping</b> .....							2	1		6	2	1	29	9	12	1		
<b>Mining, Quarrying and Oil Wells</b> .....	10	8					12	10		90	78	3	403	198	31	437	333	7
Metal Mining.....	10	8					14	3		17	14	3	292	118	8	281	246	3
Fuels.....							10	10		71	62	2				6		26
Non-Metal Mining.....							2			84	56		84	56	23	5	4	1
Quarrying, Clay and Sand Pits.....																		
Prospecting.....										2	2		18	16		122	107	3
<b>Manufacturing</b> .....	972	311	622										9	8		23	22	
Foods and Beverages.....	38	29		188	67	121	1,578	1,225	194	1,550	1,378	55	18,937	15,082	835	358	13,105	1,882
Tobacco and Tobacco Products.....				25	14	12	313	234	29	464	374	8	2,036	1,664	146	1,421	1,047	180
Rubber Products.....													61	41	7	373	348	1
Leather Products.....										5	2		145	137		139	84	32
Textile Products (except clothing).....							19	19					1,044	841	21	8	585	428
Clothing (textile and fur).....	2	1	1				3	2	1	4	1		1,078	896	19	6	659	454
Wood Products.....	1	1					48	49		24	22		6,469	5,862	50	59	1,581	1,088
Paper Products.....	900	276	619	2			67	60	19	114	139		2	1,882	66	19	1,193	853
Printing, Publishing and Allied Industries.....	1						9	7		66	46		906	641	134	10	907	567
Iron and Steel Products.....	16			5	5		23	10	4	25	20	1	590	425	46	6	1,209	551
Transportation Equip- ment.....	4	1		4	3		500	388	97	445	420	15	2	1,146	865	72	25	3,614
Non-Ferrous Metal Pro- ducts.....	1			136	29	108	482	390	27	338	328	1	5	1,200	965	55	11	2,312
Electrical Apparatus and Supplies.....	3		1				10	6	2	19	2	18		535	264	49	146	695
Non-Metallic Mineral Products.....							26	10		12	2	6		554	400	11	7	1,401
Products of Petroleum and Coal.....							57	40	13	10	6		530	312	129	5	492	380
Chemical Products.....	4	2								4			77	29			31	1
Miscellaneous Manufac- turing Industries.....	2	1	1	1		1	17	10	1	6	2	1	498	326	20	8	1,185	746
										14	14	5	627	49 <sup>2</sup>	10	3	1,231	852
																	93	51

<b>Construction.....</b>	<b>334</b>	<b>245</b>	<b>16</b>	<b>9</b>	<b>101</b>	<b>60</b>	<b>25</b>	<b>544</b>	<b>318</b>	<b>72</b>	<b>58</b>	<b>704</b>	<b>567</b>	<b>102</b>	<b>15</b>	<b>5,726</b>	<b>4,662</b>	<b>510</b>	<b>155</b>	<b>8,661</b>	<b>6,513</b>	<b>949</b>	<b>753</b>	
	General Contractors.....	286	220	13	9	83	50	276	174	35	36	531	440	73	6	3,495	2,858	316	96	6,290	4,773	523	686	
	Special Trade Contractors.....	38	25	3		18	10	1	238	144	37	22	173	127	29	9	2,231	1,804	194	59	2,371	1,740	426	72
<b>Transportation, Storage and Communication.....</b>	<b>29</b>	<b>18</b>			<b>459</b>	<b>43</b>	<b>334</b>	<b>995</b>	<b>167</b>	<b>775</b>	<b>6</b>	<b>1,621</b>	<b>253</b>	<b>1,285</b>	<b>10</b>	<b>7,272</b>	<b>662</b>	<b>5,847</b>	<b>11</b>	<b>2,465</b>	<b>1,083</b>	<b>688</b>	<b>82</b>	
Transportation.....	16	6			436	41	313	938	139	767	5	1,581	222	1,283	8	7,047	577	5,808	10	2,064	878	522	67	
Storage.....	16	6			456	41	313	938	139	767	5	1,581	222	1,283	8	7,047	577	5,808	10	2,064	878	522	67	
Communication.....	13	12			23	2	18	48	18	8	1	33	26	1	2	175	97	15	1	260	102	43	9	
<b>Public Utility Operation.....</b>	<b>1</b>	<b>1</b>						<b>98</b>	<b>21</b>	<b>35</b>	<b>22</b>	<b>18</b>	<b>6</b>	<b>11</b>		<b>113</b>	<b>37</b>	<b>5</b>		<b>379</b>	<b>239</b>	<b>29</b>	<b>43</b>	
<b>Trade.....</b>	<b>190</b>	<b>72</b>	<b>27</b>	<b>1</b>	<b>129</b>	<b>66</b>	<b>50</b>	<b>3</b>	<b>1,275</b>	<b>575</b>	<b>406</b>	<b>15</b>	<b>989</b>	<b>448</b>	<b>372</b>	<b>2</b>	<b>6,817</b>	<b>4,232</b>	<b>907</b>	<b>52</b>	<b>11,008</b>	<b>5,866</b>	<b>2,332</b>	<b>256</b>
Wholesale.....	61	19	15	1	41	10	24	451	161	222	9	313	111	165	2	2,064	1,261	271	11	3,705	1,853	973	103	
Retail.....	129	53	12		98	56	26	824	414	184	6	676	337	207		4,733	2,971	636	41	7,393	4,013	1,359	163	
<b>Finance, Insurance and Real Estate.....</b>	<b>22</b>	<b>8</b>	<b>3</b>		<b>18</b>	<b>10</b>	<b>1</b>	<b>207</b>	<b>96</b>	<b>22</b>	<b>2</b>	<b>113</b>	<b>54</b>	<b>19</b>	<b>1</b>	<b>1,096</b>	<b>614</b>	<b>35</b>	<b>2</b>	<b>2,225</b>	<b>1,091</b>	<b>170</b>	<b>129</b>	
<b>Service.....</b>	<b>621</b>	<b>306</b>	<b>201</b>		<b>347</b>	<b>163</b>	<b>149</b>	<b>3,389</b>	<b>1,244</b>	<b>1,537</b>	<b>61</b>	<b>2,514</b>	<b>1,038</b>	<b>1,025</b>	<b>23</b>	<b>21,807</b>	<b>13,354</b>	<b>4,466</b>	<b>173</b>	<b>28,113</b>	<b>15,682</b>	<b>6,628</b>	<b>584</b>	
Community or Public Service.....	41	9	6		30	16	13	304	143	108		236	132	88		1,393	791	129	7	2,839	1,399	336	71	
Government Service.....	275	219	49		78	47	27	935	494	281	55	673	460	219	22	7,186	5,236	1,337	70	8,272	7,447	524	124	
Recreation Service.....	16	2	13		1	1		39	23	5		119	7	102		451	193	125	3	464	296	62	16	
Business Service.....	21	11	1		4	2	2	139	54	49	2	72	50	18		1,997	1,382	211	32	2,203	1,065	316	231	
Personal Service.....	268	65	132		234	99	107	1,972	530	1,094	4	1,414	389	568	1	10,810	5,752	2,664	61	14,335	5,475	5,390	142	
<b>Totals.....</b>	<b>2,298</b>	<b>971</b>	<b>869</b>	<b>10</b>	<b>1,274</b>	<b>413</b>	<b>678</b>	<b>7</b>	<b>8,297</b>	<b>3,046</b>	<b>237</b>	<b>7,989</b>	<b>4,039</b>	<b>2,839</b>	<b>78</b>	<b>64,240</b>	<b>40,393</b>	<b>12,674</b>	<b>935</b>	<b>74,312</b>	<b>45,473</b>	<b>12,910</b>	<b>2,968</b>	
Male.....	1,870	782	851	10	982	210	617	5	5,777	2,443	227	5,806	2,891	2,561	72	38,614	22,828	9,716	730	45,551	29,043	9,376	2,106	
Female.....	338	189	18		292	203	61	2	2,529	524	10	2,163	1,298	325	6	25,626	17,475	2,958	185	28,458	16,130	3,540	862	

<sup>1</sup>Current and deferred vacancies reported during the period.





Public Utility Operation.....	157	62	7	44	27	3	57	37	.....	104	53	7	.....	971	474	97	65
Trade.....	2,580	958	958	36	1,867	957	3,008	1,795	575	4	2,833	1,444	685	15	30,703	16,423	6,897
Wholesale.....	1,232	498	503	9	584	277	1,102	666	322	1	984	450	310	4	10,597	5,306	3,040
Retail.....	1,348	460	455	27	1,283	690	1,840	1,129	253	3	1,849	994	375	11	20,109	11,117	3,857
Finance, Insurance and Real Estate	529	155	39	6	222	112	534	336	25	.....	630	331	20	1	5,596	2,867	330
Service.....	5,354	2,003	1,690	35	4,135	2,192	13,491	6,421	1,213	116	9,087	5,731	1,413	33	83,798	47,836	10,010
Community or Public Service.....	644	330	61	7	345	133	2,385	497	53	23	783	444	59	3	9,000	3,894	911
Government Service.....	1,337	840	32	13	1,742	1,120	3,645	3,754	24	72	3,360	2,734	269	14	27,503	22,360	2,804
Recreation Service.....	104	26	29	.....	33	21	99	49	26	14	109	72	9	.....	1,435	690	375
Business Service.....	210	79	46	4	174	75	529	305	61	1	570	342	78	3	5,859	3,365	792
Personal Service.....	3,059	719	1,522	12	1,871	843	3,743	1,516	1,079	6	4,205	2,139	1,031	16	41,971	17,527	44,128
Totals.....	11,334	6,498	3,556	553	8,832	4,795	30,933	13,098	2,679	155	19,984	12,728	2,839	245	222,438	131,876	43,811
Male.....	8,095	3,914	1,852	502	5,347	2,918	12,634	8,956	1,627	129	14,991	8,439	1,831	191	136,941	85,175	32,139
Female.....	6,235	2,584	1,724	51	3,535	1,818	8,319	4,112	982	30	7,993	4,295	1,065	55	85,473	49,701	11,672

<sup>1</sup>Current and deferred vacancies reported during the period.

## E—Unemployment Insurance

### TABLE E-1—BENEFICIARIES AND PAYMENTS BY PROVINCE, MARCH 1961

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Estimated Average Number of Beneficiaries Per Week (in thousands)	Weeks Paid	Amount of Benefit Paid \$
Newfoundland.....	35.2	154,824	3,691,730
Prince Edward Island.....	7.9	34,622	740,759
Nova Scotia.....	44.0	193,437	4,351,719
New Brunswick.....	42.2	185,703	4,113,427
Quebec.....	248.8	1,094,569	26,375,662
Ontario.....	246.4	1,084,319	25,964,240
Manitoba.....	37.3	163,972	3,998,317
Saskatchewan.....	28.8	126,682	3,068,095
Alberta.....	41.6	182,993	4,537,896
British Columbia.....	75.1	330,259	8,346,079
Total, Canada, March 1961.....	807.1	3,551,350	85,187,924
Total, Canada, February 1961.....	737.4	2,949,539	70,988,922
Total, Canada, March 1960.....	733.0	3,371,925	74,844,833

### TABLE E-2—CLAIMANTS CURRENTLY REPORTING TO LOCAL OFFICES BY NUMBER OF WEEKS ON CLAIM, PROVINCE AND SEX, AND PERCENTAGE POSTAL, MARCH 31, 1961

(Counted on last working day of the month)

SOURCE: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province and Sex	Total Claimants	Number of weeks on claim							Percent- age Postal	March 31, 1960 Total claimants
		2 or Less	3-4	5-8	9-12	13-16	17-20	Over 20		
Canada.....	837,961	127,802	64,024	115,588	143,234	167,678	95,113	124,522	39.7	823,005
Male.....	670,517	103,587	51,758	93,643	116,599	143,257	77,308	84,365	43.4	655,913
Female.....	167,444	24,215	12,266	21,945	26,635	24,421	17,805	40,157	24.9	167,092
Newfoundland.....	36,626	2,132	1,900	4,435	6,365	12,933	4,827	4,034	81.1	35,484
Male.....	34,622	1,984	1,793	4,175	5,981	12,632	4,602	3,455	82.7	33,744
Female.....	2,004	148	107	260	384	301	225	579	52.9	1,740
Prince Edward Island.....	6,999	353	229	571	1,301	2,996	1,018	531	78.1	7,229
Male.....	5,981	280	187	500	1,139	2,663	855	357	80.8	6,300
Female.....	1,018	73	42	71	162	333	163	174	62.2	929
Nova Scotia.....	47,539	8,820	2,758	4,836	9,068	10,998	4,915	6,144	52.8	43,245
Male.....	41,906	8,184	2,471	4,101	7,931	10,121	4,827	4,771	53.9	37,611
Female.....	5,633	636	287	735	1,137	877	588	1,373	44.8	5,634
New Brunswick.....	43,262	4,974	2,663	5,298	8,551	11,268	5,310	5,198	71.9	41,203
Male.....	37,345	4,402	2,378	4,667	7,523	10,200	4,412	3,763	74.5	35,408
Female.....	5,917	572	285	631	1,028	1,068	898	1,435	55.6	5,795
Quebec.....	267,570	38,226	21,547	40,353	47,911	51,508	29,191	38,834	42.6	272,492
Male.....	219,730	30,820	18,324	34,877	41,350	44,687	23,722	25,950	46.5	225,420
Female.....	47,840	7,406	3,223	5,476	6,561	6,821	5,469	12,884	24.6	49,072
Ontario.....	248,515	42,883	20,051	33,194	38,293	44,081	27,359	42,654	23.7	244,872
Male.....	184,615	32,985	14,840	24,470	28,495	35,141	21,057	27,627	25.1	180,018
Female.....	63,900	9,898	5,211	8,724	9,798	8,940	6,302	15,027	19.6	64,854
Manitoba.....	36,960	5,669	3,112	6,572	7,688	7,090	3,573	3,256	36.9	34,651
Male.....	29,543	4,535	2,453	5,082	6,174	6,025	2,959	2,315	41.4	26,576
Female.....	7,417	1,134	659	1,490	1,514	1,065	614	941	19.1	8,075
Saskatchewan.....	26,649	2,997	1,773	3,648	5,235	6,596	3,699	2,701	53.1	26,301
Male.....	21,841	2,428	1,415	2,950	4,214	5,780	3,246	1,808	57.1	21,460
Female.....	4,808	569	358	698	1,021	816	453	893	34.9	4,841
Alberta.....	43,567	7,865	4,041	7,197	8,038	6,970	4,789	4,667	34.0	42,338
Male.....	34,825	6,587	3,229	5,786	6,363	5,800	3,930	3,130	36.9	34,155
Female.....	8,742	1,278	812	1,411	1,675	1,170	859	1,537	22.5	8,183
British Columbia.....	80,274	13,883	5,950	9,484	10,784	13,238	10,432	16,503	32.0	73,190
Male.....	60,109	11,382	4,668	7,035	7,429	10,208	8,198	11,189	34.8	55,221
Female.....	20,165	2,501	1,282	2,449	3,355	3,030	2,234	5,314	23.5	17,969



**TABLE E-3—INITIAL AND RENEWAL CLAIMS FOR BENEFIT BY PROVINCE, MARCH 1961**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

Province	Claims filed at Local Offices			Disposal of Claims and Claims Pending at End of Month			
	Total*	Initial	Renewal	Total Disposed off†	Entitled to Benefit	Not Entitled to Benefit	Pending
Newfoundland.....	6,829	5,598	1,231	6,872	5,967	905	2,102
Prince Edward Island.....	1,214	1,015	199	1,196	1,088	108	253
Nova Scotia.....	12,770	8,351	4,419	10,859	9,964	895	4,065
New Brunswick.....	11,985	9,285	2,700	10,928	9,819	1,109	3,262
Quebec.....	81,119	59,876	21,243	80,859	71,651	9,208	23,235
Ontario.....	84,399	56,216	28,183	83,354	74,661	8,693	20,716
Manitoba.....	11,428	8,859	2,569	11,253	9,926	1,327	2,544
Saskatchewan.....	7,103	5,723	1,380	7,102	6,235	867	1,695
Alberta.....	15,602	10,990	4,612	13,893	12,128	1,765	5,124
British Columbia.....	26,950	17,067	9,883	25,929	22,711	3,218	7,136
Total, Canada, March 1961.....	259,399	182,980	76,419	252,245	224,150	28,095	70,132
Total, Canada, February 1961..	234,604	166,702	67,902	250,038	217,896	32,142	62,978
Total, Canada, March 1960.....	283,545	202,589	80,956	274,772	242,254	32,518	60,463

\*In addition, revised claims received numbered 51,334.

†In addition, 52,675 revised claims were disposed of. Of these, 6,920 were special requests not granted and 1,856 were appeals by claimants. There were 11,847 revised claims pending at the end of the month.

**TABLE E-4—ESTIMATES OF THE INSURED POPULATION UNDER THE UNEMPLOYMENT INSURANCE ACT**

Source: Report on Operation of the Unemployment Insurance Act, D.B.S.

End of:	Total	Employed	Claimants
1961—February.....	4,257,000	3,384,200	872,800
January.....	4,270,000	3,423,100	846,900
1960—December.....	4,288,000	3,533,900	754,100
November.....	4,151,000	3,665,800	485,200
October.....	4,042,000	3,711,800	330,200
September.....	4,037,000	3,757,500	279,500
August.....	4,040,000	3,759,800	280,200
July.....	4,024,000	3,729,900	294,100
June.....	4,048,000	3,751,600	296,400
May.....	3,988,000	3,623,700	364,300
April.....	4,222,000	3,507,100	714,900
March.....	4,307,000	3,484,000	823,000
February.....	4,308,000	3,493,800	814,200

## F—Prices

**TABLE F-1—TOTAL AND MAIN COMPONENTS OF THE CONSUMER PRICE INDEX**

1957 Weighted

(1949 = 100)

Calculated by the Dominion Bureau of Statistics

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
1957—Year.....	122.6	118.6	127.3	108.2	133.2	139.9	134.2	109.1
1958—Year.....	125.7	122.9	129.3	109.5	136.6	146.6	142.0	110.1
1959—Year.....	127.2	122.1	131.5	109.7	140.5	151.0	144.4	113.8
1960—Year.....	128.4	122.6	132.9	111.0	114.1	154.8	145.6	115.8
1960—May.....	128.2	122.0	132.8	111.0	141.0	155.1	145.4	115.7
June.....	128.6	122.6	132.9	111.2	141.1	155.4	145.4	115.7
July.....	128.3	122.6	132.9	111.1	139.9	155.4	145.0	115.8
August.....	128.6	123.3	133.1	110.5	140.2	154.9	145.1	115.8
September.....	128.2	122.5	133.2	110.7	138.8	154.9	145.1	115.8
October.....	128.7	123.5	133.3	111.3	138.7	155.7	145.8	115.8
November.....	129.1	123.5	133.3	112.4	141.9	154.7	146.6	115.8
December.....	129.3	124.2	133.3	112.4	141.8	154.9	146.6	115.8
1961—January.....	129.2	124.4	133.2	111.6	141.1	155.0	146.3	115.8
February.....	128.9	124.0	133.1	111.5	141.1	154.6	146.7	115.7
March.....	129.1	124.0	133.2	111.8	141.0	154.4	146.6	115.7
April.....	129.1	123.9	133.2	111.9	141.0	155.3	145.5	115.8
May.....	129.0	123.2	132.9	112.4	141.8	155.3	146.0	115.8

**TABLE F-2—CONSUMER PRICE INDEXES FOR REGIONAL CITIES OF CANADA AT THE BEGINNING OF APRIL 1961**

(1949 = 100)

	Total			Food	Shelter	Clothing	Household Operation	Other Commodities and Services
	April 1960	March 1961	April 1961					
① St. John's, Nfld.....	115.6	116.5	116.8	111.4	114.7	110.7	112.0	132.9
Halifax.....	127.0	128.0	128.5	118.4	135.7	122.9	130.5	141.1
Saint John.....	129.1	129.7	129.9	122.5	140.1	120.8	124.5	144.5
Montreal.....	127.6	129.0	128.7	126.6	146.2	107.9	119.2	139.4
Ottawa.....	128.0	130.1	129.6	122.0	149.3	115.1	122.5	140.6
Toronto.....	129.7	130.9	130.4	122.1	152.9	114.8	123.8	139.1
Winnipeg.....	124.7	127.0	127.0	122.7	135.7	116.9	119.6	137.5
Saskatoon—Regina.....	123.6	124.8	124.8	118.9	124.7	124.3	125.9	131.3
Edmonton—Calgary.....	123.4	124.5	124.5	117.2	125.3	120.7	127.5	133.9
Vancouver.....	128.2	129.6	129.9	122.9	137.5	117.1	135.9	138.5

N.B. Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

① St. John's index on the base June 1951 = 100.

## G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Department of Labour on the basis of reports from the Unemployment Insurance Commission. The first three tables in this section cover strikes and lockouts involving six or more workers and lasting at least one working day, and strikes and lockouts lasting less than one day or involving fewer than six workers but exceeding a total of nine man-days. The number of workers involved includes all workers reported on strike or locked out, whether or not they all belonged to the unions directly involved in the disputes leading to work stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included. For further notes on the series see page 422, April issue.

**TABLE G-1—STRIKES AND LOCKOUTS, 1956-1961**

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Year			
		Strikes and Lockouts	Workers Involved	Duration in Man-Days	
				Man-Days	Per Cent of Estimated Working Time
1956.....	221	229	88,680	1,246,000	0.11
1957.....	242	249	91,409	1,634,880	0.14
1958.....	253	262	112,397	2,872,340	0.24
1959.....	203	218	100,127	2,286,900	0.19
*1960.....	272	278	48,812	747,120	0.06
*1960: April.....	16	30	2,482	21,480	0.02
May.....	22	39	7,191	75,260	0.07
June.....	24	41	7,249	51,240	0.04
July.....	22	37	5,186	39,100	0.03
August.....	32	43	10,856	127,560	0.11
September.....	33	57	13,072	115,280	0.10
October.....	34	59	9,242	92,640	0.09
November.....	28	61	5,889	52,520	0.05
December.....	12	29	1,891	30,160	0.03
*1961: January.....	6	21	2,346	28,140	0.03
February.....	8	18	1,601	20,320	0.02
March.....	21	34	4,426	41,160	0.04
April.....	18	30	6,265	59,240	0.06

\*Preliminary.

**TABLE G-2—STRIKES AND LOCKOUTS, APRIL 1961, BY INDUSTRY**

(Preliminary)

Industry	Strikes and Lockouts	Workers Involved	Man-Days
Logging.....			
Fishing.....			
Mining.....	1	500	1,500
Manufacturing.....	14	3,423	47,130
Construction.....	5	797	2,940
Transportation, etc.....	5	249	590
Public utilities.....			
Trade.....	1	18	450
Service.....	4	1,278	6,630
All industries.....	30	6,265	59,240

**TABLE G-3—STRIKES AND LOCKOUTS, APRIL 1961, BY JURISDICTION**

(Preliminary)

Jurisdiction	Strikes and Lockouts	Workers Involved	Man-Days
Newfoundland.....			
Prince Edward Island.....			
Nova Scotia.....	1	1,106	22,120
New Brunswick.....	1	974	7,880
Quebec.....	6	1,041	12,640
Ontario.....	21	3,091	16,070
Manitoba.....			
Saskatchewan.....	1	53	530
Alberta.....			
British Columbia.....			
Federal.....			
All jurisdictions.....	30	6,265	59,240



**TABLE G-4—STRIKES AND LOCKOUTS INVOLVING 100 OR MORE WORKERS,  
APRIL 1961**

(Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days		Starting Date — Termination Date	Major Issues ~ Result
			April	Accu- mulated		
<b>MINING</b> <i>Metal Mining</i> Steep Rock Iron Mines, Atikokan, Ont.	Steelworkers Loc. 3466 (AFL-CIO/CLC)	500	1,500	1,500	Apr. 12 Apr. 17	Disciplinary dismissal of one worker~Return of workers.
<b>MANUFACTURING</b> <i>Foods and Beverages</i> Carling Breweries, O'Keefe Brewing Co., Toronto, Ont.	Brewery Workers Loc. 304 (AFL-CIO/CLC)	400	600	600	Apr. 13 Apr. 17	Recognition of seniority in staffing new plant~Return of workers, settlement not reported.
<i>Paper Products</i> Building Products, Pont-Rouge, Que.	Pulp and Paper Workers' Federation (CNTU)	285 (20)	7,130	29,170	Nov. 24 .....	Wages~
<i>Transportation Equipment</i> Halifax Shipyards, Halifax, Dartmouth, N.S.	Marine Workers' Federa- tion Locs. 1 and 13 (CLC)	1,106	22,120	29,960	Mar. 22 .....	Wages~
Saint John Shipbuilding and Dry Dock, Saint John, N.B.	Five unions (AFL-CIO/ CLC and CLC)	974 (10)	7,880	7,880	Apr. 19 .....	Wages~
<i>Electrical Apparatus and Supplies</i> Trane Company, Toronto, Ont.	U.E. Loc. 512 (Ind.)	223	1,780	1,780	Apr. 19 .....	Wages, hours, fringe bene- fits~
<i>Miscellaneous Manufacturing</i> Sperry Gyroscope Co. of Canada, St. Laurent, Que.	I.U.E. Loc. 514 (AFL- CIO/CLC)	110	2,100	9,640	Sep. 15 .....	Wages~
<b>CONSTRUCTION</b> Insulation Contractors' Associ- ation, Montreal area, Que.	Asbestos Workers Loc. 58 (AFL-CIO/CLC)	500	1,000	1,000	Apr. 3 .....	Wages, statutory holidays, check-off~
Johnson-Perini-Kiewit, Toronto, Ont.	Labourers Loc. 506 (AFL-CIO/CLC)	200	200	200	Apr. 17 Apr. 18 .	Use of non-union wrecking crew~Return of workers pending further negotia- tions.
<b>SERVICE</b> <i>Personal Service</i> Royal York Hotel, Toronto, Ont.	Hotel Employees Loc. 299 (AFL-CIO/CLC)	1,183	5,915	5,915	Apr. 24 .....	Wages~

Figures in parentheses indicate the number of workers indirectly affected.











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